

PROCEEDINGS

27th Convention International Brotherhood of Teamsters



TEAMSTERS
MOVING **FORWARD** TOGETHER

FOURTH DAY

Thursday, June 29, 2006

Paris, Las Vegas
Las Vegas, Nevada



FOURTH DAY THURSDAY MORNING SESSION

June 29, 2006

The Convention was called to order at 9:00 a.m., General President Hoffa presiding.

...An opening video presentation of greetings was shown to the delegation.

THE ANNOUNCER: Ladies and gentlemen, please welcome General Secretary-Treasurer C. Thomas Keegel and Teamsters General President James P. Hoffa.

(Standing ovation)

GENERAL PRESIDENT HOFFA: Good morning. How are you all doing this morning?

That's good. That's good. Okay, we're going to reconvene our convention and we're going to start out by having Dominic Tocco of Teamsters Local 416 in Cleveland, Ohio, sing the U.S. national anthem.

DELEGATE DOMINIC TOCCO, IBT Local 416, Cleveland, OH: Good morning, brothers and sisters. Tuesday, when I came up and sang the national anthem, I think I may have men-

tioned my political affiliation at this convention. As I sat as a delegate the last couple days, I witnessed the overwhelming majority that was going on on every issue that was brought up on the floor. And for some reason I started to think about a correlation between the words, the lyrics of the national anthem, and the Teamsters Union.

I know we've all heard this song a thousand times but has anybody really listened to the words? If you have, you know it talks about unity, power, strength and the pursuit of victory until the last person is standing. This goes a long way with me; I'm a Vietnam veteran.

(Applause)

Thank you. But there's no way in the world any proponent of TDU could have ever listened to the lyrics of this song, because they would have never initiated the fiasco we've been living with the last three days if they had.

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(Applause)

I think they should get on board with us and let's go forward and make this the strongest union in the country.

(Standing ovation)

Now, please, I don't want you to listen to the song, I don't want you to listen to it, I want you to feel it with your heart and be proud that you're an American and a Teamster.

...Delegate Tocco sang the national anthem of the United States.

(Applause)

GENERAL PRESIDENT HOFFA: We're now going to have Bill Lenahan from Teamsters Local 111 sing the Canadian national anthem.

...Delegate Lenahan sang the national anthem of Canada.

(Applause)

GENERAL PRESIDENT HOFFA: And now I want to welcome Carlos David Perez to sing the Puerto Rican national anthem.

...Brother Perez sang the national anthem of Puerto Rico.

(Applause)

GENERAL PRESIDENT HOFFA: And now we will have Ferline Buie, who is the President of Joint Council 55, do the invocation.

INVOCATION FERLINE BUIE Joint Council 55

Good morning. Let's bow our heads. Eternal God, our Heavenly Father who art gracious and mighty, we the delegates of this 27th Convention of the International Brotherhood of Teamsters give thanks unto You for touching us with Your precious finger of love and allowing us to gather here today. Let us be united. Let us speak in harmony. Let our minds apprehend alike.

Confer unto us a new spirit, that we may properly represent those members who have elected us to participate in this great event.

Unlock the gates of the true understanding and let the light of faith shine through us.

All these and other blessings we ask in Your precious name. Amen.

(Applause)

GENERAL PRESIDENT HOFFA: Please take your seats. I have a couple of announcements before we go into the nominations.

Well, the election officer told me that 36 people didn't vote. Stand up. Who are you? Stand up. Turn your per diem in over here.

(Applause)

Damn right. You don't vote, turn the per diem in.

(Applause)

No excuse for that.

You have been sent here on important business, and for 36 people not to vote is outrageous.

All right. Now the next thing I want to tell you is, when we passed the hat for Denise Taylor, who was from First Student, and Eddie Sanchez, you went in, you showed your hearts. We collected \$23,100.

(Standing ovation)

Wow! That's a lot. That is wonderful, and it shows the tremendous generosity of our union. Unbelievable.

This morning we have the nominations for General President and General Secretary-Treasurer. Will the Election Supervisor Richard Mark please come forward to preside over the nominations.

As Richard is walking up, I just want to tell everybody that we're going to have the nominations — there are not that many — let's be courteous. Make sure we don't have any hooting and hollering. We can cheer for the people we like, but that's normal, but no hooting and hollering. Let's make sure we have an orderly process and show our real nature here. Thank you very much.

(Applause)

NOMINATION OF OFFICERS

ELECTION SUPERVISOR MARK: The business of the convention under Rule 11 of your Convention Rules this morning is first the nomination of candidates for the office of General President. As on the previous days, I would ask that only elected delegates accredited by the Election Supervisor be remaining in the forward area of the convention hall. Others should leave the floor at this time. If there is anyone who is going to be nominated for General President who is not a delegate and wishes to be escorted to microphone No. 2 for acceptance, again, over by Joint Council 9 and the Vendome door is where you can be met.

I would like, also, to mention that we did complete the nomination voting for At-Large Vice Presidents last evening, and the results are available at the election office. I remind all candidates, as we said yesterday, that those who wish to accept the 5-percent nomination, please pick up the form at the election office for acceptance.

We will follow the same basic procedures that we had for the other nominations on the two previous days; that is, we will call for nominations from mike 1, seconds from mike 3, acceptance at mike 2.

There is a different rule in your Convention Rules for nominations and acceptance speeches. Nomination speeches are entitled to be a five minutes long; that's two-and-a half times the length of what you have sat through for each previous nomination speech. Seconding speeches are two minutes, not one minute.

I ask — and I emphasize — that to get through the nomination process in a way that is fair and open and also expeditious, I urge and request your cooperation in listening and responding as appropriately as possible but not, please, to interfere. I will add time if there is undue interference. I know that you have a very full agenda to get through. So if we complete

the nomination process in an expeditious manner, you will get through the business of the convention also in an expeditious manner.

I do want to thank all of the elected delegates for their continued cooperation in the election process. As we have moved forward and gone through the balloting each night, you have been attentive and courteous and followed the instructions and guidance of the election office representatives during that process.

We very much appreciate your cooperation in how this process goes forward in a smooth fashion.

The length of the speeches I have mentioned. As with the other ones, slate affiliation may be mentioned. Regarding the acceptance statement, it is as with the other offices, it should be an acceptance statement, not a policy or campaign speech. As with all of the other offices, there will be no floor demonstrations after candidate nomination.

There will be — if there are candidates nominated for the ballot after the voting tonight, there will be acceptance speeches — the rules allow for that — at the convention tomorrow morning. That is also when I will announce results of voting, including those who are declared elected, duly elected after this convention.

We held, as you all know, a lot drawing on Sunday evening to determine the order of nominations for announced candidates for General President. The order in which they will be presented today is the order that was determined in that lottery. So let us open nominations.

At microphone No. 1, do we have a nomination? Five minutes. Go ahead.

GENERAL PRESIDENT

DELEGATE DAVID THORNSBERRY, IBT
Local 89, Louisville, KY: Yes, Mr. Chairman. I'm a proud Teamster from Local 89 in Louisville, Kentucky, one of the largest UPS

locals in our union. The 14,000 members of Local 89 could have elected the Hoffa administration's Carhaul Director and a slate to represent them here today. Instead, they elected our slate of 27 rank-and-file delegates and alternates. Why? Because they are concerned about the two main issues: The broken promises of our best contract ever at UPS and the pension and benefit cuts that have devastated working Teamsters.

As participants in the Central States Fund, my co-workers and I can no longer retire with 30 and out and have affordable health care. That's gone. Now the negotiators who let us down in 2002 are telling us, "Give us another chance." We don't want more promises.

Tom Leedham is the only candidate for General President with a proven record of negotiating strong contracts and reversing benefit cuts.

When Tom was elected to lead Local 206, the local's health fund was nearly broke, medical coverage for retirees was in jeopardy. Tom turned that health fund around. Local 206 members enjoy a top-notch health plan with no or low co-pays. He restored affordable retiree health care. Tom Leedham has negotiated industry-leading contracts for 20 years as principal officer of Local 206 and as International Warehouse Director.

When Tom was elected, Local 206 members worked under a two-tier agreement that undermined union power and divided Teamsters. Tom won contracts that brought all Teamsters up to that top tier.

Tom knows how to build Teamster power in today's tough bargaining climate. He represents Teamsters in warehousing, UPS, freight, sanitation, public employees and other Teamster industries.

Tom Leedham knows how to be a leader. His campaign is focused on the issues, not slander or personal attacks. Tom doesn't rely on an

army of handlers, PR people or consultants; instead, he involves local officers and members to tap the talents of Teamster members in this great union.

Tom Leedham has walked in the shoes of Teamster members and he has served at every level of Teamster leadership — as a steward, local union rep, local principal officer, Joint Council officer, International Vice President and the Director of our union's largest trade division.

The 14,000 members of Local 89 sent us here with a clear directive to nominate Tom Leedham. They want a General President with a proven record of winning strong contracts and good pensions and they want all Teamster members to have a choice in this election. Do you know what? They're going to get it.

I'm proud to nominate my brother, my friend, and the next General President of our great Teamster Union, Tom Leedham.

Thank you.

(Shouts of "Boos" from the delegation.)

ELECTION SUPERVISOR MARK: Thank you.

Microphone No. 3, do we have a second for Mr. Leedham?

DELEGATE SCOTT WEBBER, IBT Local 728, Atlanta, GA: Yes, sir, Mr. Chairman.

ELECTION SUPERVISOR MARK: Go ahead.

DELEGATE WEBBER: I'm elected delegate of Local 728 in Atlanta, Georgia, and nominated candidate for Vice President At-Large.

I am proud to second the nomination of Tom Leedham for General President of the International Brotherhood of Teamsters. Tom Leedham is a Teamster who understands the power of union solidarity. The Local 206 tractor-trailer is a fixture on union rallies and picket lines whenever Teamsters or members of any union need support. During the first hour of the 1997 UPS strike, Tom was on the Local 206

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picket line when he put into action a plan to repaint the Local 206 step-van. Soon that truck was painted UPS brown with giant letters that read "Teamsters Local 206 On Strike, Don't Ship UPS" and was driven by shop stewards up and down the I-5 corridor in Oregon and Washington. That's the kind of solidarity and creative action our union needs to meet the challenges we've talked about this week, to organize UPS Freight, to win strong benefits and reverse the pension cuts.

We need coordinated national plans, but we also need to unleash the power of the Teamsters rank and file. That's how Tom Leedham has won industry-leading contracts for Teamster members, with strategic campaigns but also with creative tactics. That's how Tom Leedham has reversed benefit cuts and that's how Tom Leedham will lead our great International Union to an even stronger future as our next General President.

It's my great privilege and honor to second the nomination of Tom Leedham, the next Teamster General President on the Strong Contracts/Good Pension Slate. Thank you.

(Applause)

ELECTION SUPERVISOR MARK: Thank you.

Microphone No. 2, Mr. Leedham.

DELEGATE TOM LEEDHAM, IBT Local 206, Portland, OR: I'm Tom Leedham, a proud member of Teamsters Local 206. I accept the nomination for General President of the greatest union in the world, the International Brotherhood of Teamsters. Thank you.

ELECTION SUPERVISOR MARK: Thank you.

Microphone No. 1, do we have a nomination for General President?

DELEGATE CHUCK MACK, IBT Local 70, Oakland, CA: Delegates, alternate guests, brothers and sisters —

(Applause)

I'm Chuck Mack, a delegate from Teamsters Local 70 —

ELECTION SUPERVISOR MARK: Let's let the nomination speech proceed.

DELEGATE MACK: I'm Chuck Mack, a delegate from Teamsters Local 70. And it's my honor and privilege to nominate for the presidency of the International Brotherhood of Teamsters, James P. Hoffa.

(Applause)

The journey over the past seven years has been truly amazing.

(The delegation chanted "Hoffa.")

ELECTION SUPERVISOR MARK: Let's let the nomination speech proceed. Let's let the nomination speech proceed.

VICE PRESIDENT MACK: The journey over the past seven years has been truly amazing. We've come so far, but never let us forget the way it was. Back then, we were a union not just divided but one torn apart internally. The International had initiated a reign of terror aimed at anyone or local who disagreed.

Members were battling with members. Locals were at war with each other, and joint councils divided.

ELECTION SUPERVISOR MARK: Hold on, Mr. Mack, one moment, please. May I ask the delegates to resume their seats, please, so that I can see what's going on on the floor. Thank you very much.

VICE PRESIDENT MACK: If that wasn't enough, the IBT's financial condition was a disaster. Member strike benefits had been slashed and the IBT had imposed an assessment on every member in every local. And still, when we came into office, the Teamsters were on the verge of bankruptcy.

These weaknesses and disarray didn't go unnoticed by employers. We got killed in the 1994-'98 National Master Freight negotiations, losing the open-ended grievance procedure. And

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organizing, what organizing? There were no plans and no takers.

Now, contrast that period of time when Carey/Leedham were in charge to the Teamsters of today. What a change.

Look at this convention. Look at the Hoffa record. The IBT is financially solvent. We're paying our bills, meeting our obligations and approaching \$100 million in net assets, and we've got out-of-work benefits that mean something. Members weekly get ten times their hourly rate of pay. That made a difference for Teamsters at Sikorsky, in the Southern California grocery industry, and at Waste Management.

As you've heard all this week, the Teamsters are organizing. It's priority No. 1: 3200 new members at America West, 2500 workers at DHL, 1200 Nashville police, and thousands more in solid waste, warehouse, food processing and the public sector.

That's not all. This week we learned that United Parcel has agreed to card check at UPS Freight. Get ready to welcome several thousand new Teamster members in a core industry.

And for employers, the party is over. When first elected, Jim Hoffa said no substandard contracts, then went out and negotiated the best National Master Freight Contract in history, even regaining the open-ended grievance procedure. He got the hammer back.

(Applause)

At UPS, he gave members the richest contract ever in trucking and in carhaul delivered a solid agreement for a troubled industry. Growing numbers, growing assets, and growing economic power have jump-started Teamster political influence.

Two examples: Jim Hoffa and the Teamsters forced the Bush administration to change national policy when we said, "Good-bye Dubai."

(Applause)

And the person most responsible for shutting off cross-border trucking with Mexico, our General President.

Hoffa is about building Teamsters power and respect. We're a union on the move. We've gone from defense to offense, from being reactive to proactive, a union with no future to one of unlimited potential.

The Locomotive Engineers, Maintenance of Way Employees and Graphic Communications International recognized this. That's why they joined the Teamsters. There was power, solidarity and hope.

Today Jim Hoffa is the voice of the American labor movement. He's the one the media focuses on if it's a labor story, and that gives all of us voice.

To those on the other side, before you cast a vote for continued division of this union, think long and hard. Ten delegates, only, ten are going to decide whether we spend seven or eight million dollars on an election. Join with your brothers and sisters who are here and answer these questions.

Who do we want to negotiate the next National Master Freight Agreement? Jim Hoffa or Tom Leedham?

(Chanting of "Hoffa!")

Who do we want negotiating the next UPS contract?

(Chanting of "Hoffa!")

Who do we want in charge of the Teamsters organizing program?

(Chanting of "Hoffa!")

And who do we want holding the Teamster-to-Teamster's treasury?

(Chanting of "Hoffa!")

I'm honored to nominate the next President of the International Brotherhood of Teamsters, James P. Hoffa.

(Standing ovation)

(Chanting of "Hoffa!")

ELECTION SUPERVISOR MARK: Microphone No. 3, do we have a second?

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I would ask the delegates to resume their seats so that I can see mike 3. Thank you.

VICE PRESIDENT AT-LARGE GEGARE: Mr. Chairman, I am Fred Gegare, principal officer of Local 75, Green Bay, Wisconsin, and International Vice President At-Large. I rise with pride to second the nomination of James P. Hoffa for General President of this great Teamster Union.

(Applause)

Brothers and sisters, I could tell you that Jim Hoffa is at the helm of this union seven days a week, 24 hours a day. I can call Jim Hoffa day or night with problems that come to my attention. What does he say? "What can I do to help the members?" That's leadership. What a fighter.

(Applause)

The results are clear. Our union is back. Our treasury is sound, our Strike Fund is solid. This union is growing. Jim Hoffa has kept his promise to keep this union number one throughout the free world.

(Applause)

Brothers and sisters, let's stay on victory road. It's over, Leedham. Hoffa! Hoffa! Hoffa!

(Chanting of "Hoffa!")

Again, I'm proud to second the nomination of the greatest labor leader in America, Jim Hoffa!

(Standing ovation)

ELECTION SUPERVISOR MARK: Microphone No. 2, Mr. Hoffa.

GENERAL PRESIDENT HOFFA: My name is James P. Hoffa.

(Cheering)

I am a proud second-generation Teamster. I accept the nomination for General President of the greatest union in the world moving forward together. Let's win. We can do it together.

(Standing ovation)

(Chanting of "Hoffa!")

ELECTION SUPERVISOR MARK: Microphone No. 1, do we have any further nom-

inations for the office of General President?

Do we have any further nominations for the office of General President?

Do we have any further nominations from the floor for the office of General President?

Hearing none, the nominations are closed.

(Applause)

GENERAL SECRETARY-TREASURER

ELECTION SUPERVISOR MARK: Rule 12 of the Rules for the order of business in the convention provide that the next item on our agenda is nomination for the office of General Secretary-Treasurer. The order of nominations, again, was determined in a lottery at the time relating to announced candidates.

Delegates, I again ask for your cooperation and patience during the nomination process.

Five minutes, microphone No. 1, do we have a nomination?

DELEGATE BRAD SLAWSON, SR., IBT Local 120, St. Paul, MN: Mr. Election Officer, my fellow delegates to this great convention, Lou Gehrig once said that he was the luckiest person in the world. I'm the luckiest person in the world because I get to nominate and be honored to enter into nomination for General Secretary-Treasurer, C. Thomas Keegel.

(Applause)

I want you to listen to his credentials.

(Chanting of "Keegel!")

ELECTION SUPERVISOR MARK: Let's let the speech proceed.

DELEGATE SLAWSON: Tom started with the Teamster Union in 1959. The very next year he became shop steward. He was elected by his membership from Local 544 in 1978 as recording secretary. He was elected as a principal officer in 1983 at Local 544, which became 120, a position he holds today.

Tom is our president in Joint Council 32. Tom has been our great Secretary-Treasurer of this International Brotherhood since 1999. Tom has

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been chairman of several pension and health plans; all of them are doing great, all of them pay great benefits, and all of them are fully funded. Tom has been the person that has turned around the finances of the IBT after the Carey/Leedham administration did everything they could to destroy our union.

Tom has proven with his great ability to handle the tough situations every single time, and he's delivered every single time.

Tom has been a friend to every member, he's been a great leader. But the work is not finished. We should not forget 1991 when Tom Leedham took control of this union. They did their very best to destroy it. We need to go back home, we need to remember '91. We need to go tell our members what a bunch of TDU losers these people really are.

(Applause)

Tom Keegel is the members' man. Tom Keegel is our man.

In the last convention, I was honored to be able to nominate Tom Keegel for the same position. I said at that convention that Tom Leedham and all of his loser followers wouldn't make a good pimple on his ass, and he still won't make a good pimple on Tom Keegel's ass.

(Applause)

I enter into nomination C. Thomas Keegel for Secretary-Treasurer of this great International.

(Applause)

ELECTION SUPERVISOR MARK: Microphone No. 3, do we have a second for Mr. Keegel?

DELEGATE SUE MAUREN, IBT Local 320, Minneapolis, MN: Yes, we do.

ELECTION SUPERVISOR MARK: Please proceed, two minutes.

DELEGATE MAUREN: Brothers and sisters, I'm principal officer of Local 320 in Minneapolis, Minnesota, and Vice President of Tom Keegel's joint council, Joint Council 32. This is the greatest honor of my 28 years as a

Teamster to be asked to second the nomination of Tom Keegel for the office of General Secretary-Treasurer of our great union.

Once a Teamster driver, he is now behind the wheel of a massive turnaround of our union. He's helped to steer our union into the 21st century by regaining fiscal sanity and laying the groundwork for restoring the American Dream for all working people in this country.

A true reformer, our Secretary-Treasurer has joined with the President of our great International Union to leave the stagnant AFL-CIO and form a new organization and bring new hope to American workers. That is true reform, sisters and brothers.

Tom Keegel is a man of integrity, honesty, commitment with a passion for our union. And everybody in this union agrees, he is truly a great guy.

I'm proud to say he's my leader, he's my mentor, he's my fellow Minnesotan, but most of all, sisters and brothers, he's my friend, he's your friend, he's a friend to all Teamsters.

I proudly second the nomination of Tom Keegel for the office of General Secretary-Treasurer of our great union.

(Standing ovation)

(Chanting of "Keegel!")

ELECTION SUPERVISOR MARK: Microphone No. 2, Mr. Keegel.

GENERAL SECRETARY-TREASURER KEEGEL: Thank you, Mr. Chairman. My name is Tom Keegel.

(Cheering)

I'm an elected delegate from Teamsters Local 120, a proud member of the Hoffa-Keegel Unity Slate. I want to say to all my brothers and sisters here you know my passion for this union, I know your passion for this union. We have a lot of work behind us, we've got a lot of work ahead of us. I gladly accept the nomination for General Secretary-Treasurer of the most powerful union in the free world. God bless the Teamsters.

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(Standing ovation)

(Chanting of "Keegel!")

ELECTION SUPERVISOR MARK:
Microphone No. 1, do we have a nomination for
General Secretary-Treasurer?

DELEGATE TIM BUBAN, IBT Local 200,
Milwaukee, WI: I am principal officer of Local
200, elected delegate and proud member of the
Tom Leedham Slate. It is my honor to nominate
Sandy Pope for the position of General
Secretary-Treasurer of our union.

There has been a theme that has run through
many of the speeches we have heard here this
week. Great speeches, from great people like
Senator Joe Biden and Senator John Edwards
and Change to Win leader Andy Stern, as well
as from many of the elected delegates on both
sides of the issues. The theme that the speakers
at the mikes at this convention keep returning to
is courage. That could not be more appropriate
because there has been no person in this con-
vention hall who has carried himself with more
dignity, with more grace, with more class, and
with more courage than Sandy Pope.

Good intentions and noble motives are all
good, but they mean nothing without the
courage to keep going in the face of adversity,
and no person who has been present at this con-
vention over the last week can doubt that Sandy
Pope can keep going in the face of any adversi-
ty. Not only that, Sandy Pope can keep going in
the face of criticism, harsh criticism that has
been frequently unfair and untrue.

(Shouts of "Boos" from the delegation.)

This union was not built on fear, and by her
behavior this week I don't think anyone can
deny that fear is a word that no one would use in
describing Sister Sandy Pope.

Let me tell you a little bit about this Teamster
sister that I am honored to nominate for the sec-
ond highest position in our union. First of all, as
hard as it is to believe, Sandy Pope started as a
Teamster in 1978. I know she doesn't look that

old but she is. Sorry to blow your cover, Sandy.
But believe it or not, she started in 1978.

She worked under the NMFA. Her talent was
recognized by the Local 407 principal officer,
Sam Theodis, who hired her as an organizer.

Sandy served as the executive director of the
Coalition of Labor Union Women and devoted
herself to organizing more women into our
union and drawing more women and minority
Teamsters into leadership.

Then she served as a business agent, and later
as an International Rep for the Warehouse
Division, where she helped bargain contracts
and worked with local leaders on contract cam-
paigns to win industry-leading agreements and
fight concessions.

Later, Sandy was elected Secretary-Treasurer
of Local 805 and, as manager of the pension and
welfare funds, she led the way to significant
improvements in the benefits.

When the principal officer of Local 805
announced that he would roll over and sell out
the members and support employer demands for
pension cuts, Sandy again showed what she is
made of. She met with the stewards and accept-
ed their request to run for principal officer, and
she won.

But that didn't end the fight, that just started
the fight. The lame-duck principal officer cut a
deal and voted with the employers to cut the
members' pension accrual to zero. You heard me
right, he voted to cut the members' accrual to
zero. In exchange, the employers gave this so-
called Teamster and his wife jobs working for
the fund.

It's a matter of documented record that Sandy
Pope voted against those cuts and that dirty
deal. And earlier this week a Hoffa delegate had
the gall to lie to this delegation and falsely
blame those cuts on Sandy. And if there's any-
one who ought to come to the microphone and
apologize to this convention, it's him.

(Shouts of "Boos" from the delegation.)

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As far as the 805 pension cuts go, Sandy could have blamed those responsible. But instead, she fought back and successfully sued the employer trustees. And as a result, those pension cuts are being rolled back and reforms are being instituted in the Local 805 pension plan.

Sandy is always there for Teamsters on the battle line. Labor leaders in New York and New Jersey know that when the chips are down Sandy Pope will be there. She'll be there and she'll bring her members and her ideas with her. And she won't ask a Teamster what their internal politics are like before she joins in the fight. She'll help any Teamster in a fight, and her record proves that, which is a lot more than I can say for some of the delegates in this hall.

(Shouts of "Boos" from the delegation.)

You've seen how tough she is. You've seen how smart she is. You've seen how brave she is.

ELECTION SUPERVISOR MARK: Wrap up your nomination speech, please.

(Applause)

DELEGATE BUBAN: And that's why I am honored to nominate Sister Sandy Pope for the position of General Secretary-Treasurer on the Tom Leedham Strong Contracts/Good Pension Slate.

(Shouts of "Boos" from the delegation.)

ELECTION SUPERVISOR MARK: Microphone No. 3.

Let's quiet down. Quiet down.

Mike No. 3. Do we have a second for Ms. Pope?

DELEGATE KATIE BRUTCHER, IBT Local 1149, Baldwinsville, NY: Mr. Chairman, I'm Katie Brutcher —

ELECTION SUPERVISOR MARK: Two minutes.

DELEGATE BRUTCHER: A delegate out of 1149 at Anheuser-Busch in Baldwinsville, New York.

ELECTION SUPERVISOR MARK: I'd ask

the delegates, so that I can hear the seconding speech, quiet down. Thank you very much.

DELEGATE BRUTCHER: Thank you, Mr. Chairman. I have the honor of seconding the nomination of Sister Sandy Pope, someone who is a role model for me and other Teamster women, and women that we need to bring into our union.

Strong Contracts/Good Pensions, that's not just a slate name. Sandy Pope knows how to win both. She knows how to involve members and local leaders to make it happen.

Sandy started as a rank-and-file Teamster and has worked at all levels of the union — as a local leader, an International Representative, and as a Pension Fund Director. Sandy believes in developing a diverse leadership in our union and the labor movement. She'll put that high on the agenda at the International, not just on paper but in practice.

I've seen her courage this week. When she faced abuse and slander, she stood firm on principle but put our union above the politics.

Her approach as General Secretary-Treasurer will be a lot more open than what I've seen at this convention. To build Teamster unity, we need to respect each other when we disagree, and that's the approach we'll have with Sandy and the Strong Contracts/Good Pension Slate.

I proudly second the nomination for Sandy Pope as General Secretary-Treasurer, running with Tom Leedham.

(Shouts of "Boos" from the delegation.)

ELECTION SUPERVISOR MARK: Thank you.

Microphone — quiet down. Microphone No. 2, Ms. Pope.

(Shouts of "Boos" from the delegation.)

DELEGATE SANDY POPE, IBT Local 805, Long Island City, NY: Mr. Chairman, brothers and sisters, I proudly, very proudly, accept the nomination for General Secretary-Treasurer on the Tom Leedham Slate. And I am very proud to

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serve the members of the union that I love.
Thank you very much.

(Shouts of "Boos" from the delegation.)

ELECTION SUPERVISOR MARK: Thank you.

Microphone No. 1, do we have a nomination for General Secretary-Treasurer?

DELEGATE MIKE VINCENT, IBT Local 1145, St. Paul, MN: Yes, Mr. Supervisor.

ELECTION SUPERVISOR MARK: Please proceed. Five minutes.

DELEGATE VINCENT: I nominate Mike Klootwyk for General Secretary-Treasurer.

(Applause)

ELECTION SUPERVISOR MARK: Microphone No. 3. Do we have a second for Mr. Klootwyk?

DELEGATE BRIAN ALDES, IBT Local 320, Minneapolis, MN: Mr. Election Supervisor, I'm Recording Secretary of Teamsters Local 320. I second the nomination for Mr. Mike Klootwyk as General Secretary-Treasurer.

(Applause)

ELECTION SUPERVISOR MARK: Thank you.

Microphone No. 2, Mr. Klootwyk.

DELEGATE MIKE KLOOTWYK, IBT Local 120, St. Paul, MN: Yes, thank you, Mr. Chairman. I accept the nomination. Thank you.

(Applause)

ELECTION SUPERVISOR MARK: Thank you.

Microphone No. 1. Do we have any nomination for General Secretary-Treasurer?

Are there any further nominations from the floor for the office of General Secretary-Treasurer?

Any further nominations from the floor for the office of General Secretary-Treasurer?

Hearing none, the nominations are closed.

(Applause)

Once again, there will be a lottery 30 minutes

after the close of the morning session held at the office of the Election Supervisor over at the Silver Ballroom for the order of ballot placement on this evening's nomination ballot. Candidates, observers who wish to be present for the lottery, 30 minutes after the close of the morning session.

I remind observers and candidates again that there will be a logic and accuracy demonstration of the tabulation machines at 3:30 p.m. in the voting room.

Voting, once again, from 5 to 7 p.m. in the Gold Room at Bally's. We will again check your credential. Bring it with you, the photo ID issued for your admission to the convention as an accredited delegate. That's how we will verify eligibility, and only those with credentials issued by OES will be allowed to vote.

Secret ballot, once again. The nomination election results will be announced at 8 p.m. in the press room and posted outside the election office. Candidates receiving 5 percent or more of the delegate votes cast will be nominated for the ballot. Again, only the total tallies will be released. There will be no local union breakdown.

Please, once again, follow the instructions of the Election Supervisor representatives as you enter and exit the voting area. There will be no campaigning in the voting area or in the corridor leading to it. And campaign paraphernalia must be removed before you enter the voting area.

That concludes the morning nomination proceedings. I return the proceedings of the convention back to the Chair. I thank you on behalf of my staff for the cooperation of these delegates and for the cooperation of your members in the work of the office of the Election Supervisor. Thank you.

(Applause)

GENERAL PRESIDENT HOFFA: Nice to be back.

(Standing ovation)

Thank you. All right. Thank you very much. Take your seats. Let's get back to business.

We all know that what we win at the bargaining table can be taken away with the stroke of a legislator's pen. That's why we're so much stronger today, because we've got to elect officials that believe in what we believe in. We've got to get laws passed that protect working families.

That's why we've been so active politically, to make sure people are active on the political scene. Our members are known for their most effective political activism. That's because they're involved in DRIVE and they're involved in educating to do the right things with regard to voting to make sure we take back America.

Their voices are heard in the halls of power as never before. With an anti-worker administration in Washington and Congress, it becomes increasingly clear that we must concentrate on state and local politics.

Please turn your attention to this important video.

...A video presentation regarding DRIVE was shown to the delegation.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you very much.

Like I said in that video, it's hard to believe that all the work we do in DRIVE we only have eight percent of our members signed up. Are you happy with that?

(Shouts of "No" from the delegation.)

We've got to do better with regard to DRIVE because it's important.

We're going to be putting a large part of our political energy in local and statewide races. Here to tell us more about the importance of getting involved in local and statewide politics is someone who knows all about it. Please join me in welcoming the President of the Colorado State Senate and Chair of the Democratic Legislative Campaign Committee, Joan Fitz-

Gerald. Let's give her a good Teamster welcome.

(Applause)

HONORABLE JOAN FITZ-GERALD
(D) State Senator, CO
DLCC Chair

Thank you. I want to thank you, my brothers and sisters in labor, especially Mike Mathis and Chuck Harple and my Colorado Teamster Ted Textor. There you go, Ted.

As the Chair of the Democratic Legislative Campaign Committee — and we are the committee that changes state legislative bodies from red to blue — I want to thank you for being a key strategic partner with our committee. As your President says, anything that moves on the rail, the road or the air can be moved by Teamsters. You carry a lot.

I want to start today by acknowledging that you've carried us, too. There is a saying that says, "You should praise the bridge that carried you over." You have carried the DLCC over the bridge, and I want to thank you for that.

(Applause)

Our operations are small enough that we truly appreciate all you have done for us, and I appreciate all you have done on your own. I applaud your DRIVE America's Future program and the candidates that you have supported and elected. I applaud the work of DRIVE, the work by keeping voters informed on their senators' and representatives' voting records, building support through rallies and news conferences and phone banks and political candidates who will stand up for working families. Your work through DRIVE is combating corporate giving and making politicians work for all of our futures.

It's an honor to stand here today. I've worked closely with the Teamsters in my home state of Colorado and across the nation. I love the Teamsters. How could you not love a group — (Applause)

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— that's fighting for working people, fighting corporate greed, fighting for decent wages, fighting for retirement security and fighting for health care and fighting for fair trade and job security? How could you not love a group that does so much for America? These values are dear to all of our hearts.

As a Democrat, I fight for working people. I want to support America's families. I believe America's workers deserve a livable wage. I believe retirement security is a right and not a privilege for the wealthy. I believe that every American deserves health care, not just white collar workers. I believe every child should have access to a free, world-class education, not just the children of families who can buy that education.

But we have some opposition. The right-wings say they believe in small government, but we know they mean gutting the resources that support our most vulnerable citizens.

The right-wings say they believe in lower taxes, but we know they mean lower taxes for the wealthiest Americans and lower wages for the working poor.

The right-wings say they believe in individual freedom, but we know what they mean. They are the party that spies on our citizens without warrants and gets involved in our most private and important decisions as individuals and families.

These are the people who control the White House, the U.S. Senate and the House of Representatives. But they don't control the local level.

I am hoping that this year the right-wings' bad policies catch up with them on the national level.

But we must be looking further down the road. We cannot win the battle in 2006 and lose the next war in redistricting. State legislatures control congressional redistricting and we must control state legislatures.

(Applause)

I am happy to tell you that though things have been going very well for Democrats at a local level — we picked up seats in 2003, 2004, 2005, and in special elections in 2006, and we now control 21 more seats than Republicans nationally.

In 2004, despite a very bad national environment for Democrats, we picked up 45 seats and pushed ten chambers to — towards Democratic control. We took over both chambers in the State House in Helena, Montana, as well as in my home in Denver, Colorado. I became the first female Senate President in my state's history. We took over chambers from Salem, Oregon, to Montpelier, Vermont.

In 2005, we picked up seats in New Jersey and Virginia, and so far in 2006 we have won special elections in Minnesota, Mississippi, New Hampshire, Kentucky, Texas and others. We have won in red states, in blue states. We have won in urban, suburban and rural districts. We've picked up four seats for everyone the Republicans have picked up, and we're looking forward to November.

(Applause)

We need to win in November for four reasons. First, when Democrats win the State House, the conversation in that state changes virtually overnight. In 2003, the right wing took over all three branches of Colorado government — took over the house, the senate and the governor's seat — and pushed through an agenda of vouchers, assault on consumer rights, and a terrible midnight redistricting power grab.

By the fall of 2004, Colorado was in crisis. Like too many other states, were being squeezed by a Congress that was shifting more financial burdens onto our legislature to fund programs that were being cut at the federal level.

Extreme right-wing legislators in Colorado failed to address these growing challenges, focusing more on their poll-driven wedge issues than the problems facing working families.

By November of 2004, Coloradans had seen enough. The people voted to eradicate the right-wing-controlled state government putting Democrats in control of both chambers of the legislature for the first time in 40 years.

(Applause)

Now Democrats are showing Colorado what real leadership is. When we took over, Democrats tackled the state's budget, something the right wing had failed to address for the past two years. We rescued funding for public higher education and critical state services for our children and the disabled. We made all this progress with a net gain of five seats in our house, one seat in our senate, and even made gains positive for working families with the Republican governor because we had the power in the legislature.

Being a majority is crucial no matter how slim that margin. Across this country state legislatures are taking the lead on so many issues just as we have done in Colorado. For every one law that passes in Congress, 75 are being passed at a state level. It is the state legislators who deal with health care problems like Medicaid funding. It falls on our state legislative leaders to ensure that children are getting quality education in our public schools. Democratic state legislatures are passing laws to raise minimum wage for working families. They're fighting to lower the cost of health care and prescription drugs. They're working to curb methamphetamine production, which is a serious problem in our rural areas. These are issues that our Federal Congress has had little emphasis on, nor do they seem to know that these problems exist.

The second reason we need to win at the local level is to build up for the 2010 elections. Those will be the last elections before congressional redistricting. This is, my friends, a winner-take-all system. In 2002, the first election after redistricting, 17 congressional seats changed hands. Fifteen of those changed hands largely due to

map changes. In 2004, there was a net shift of only three seats. This was largely a result of Tom Delay's right-wing redistricting in Texas where five congressional seats switched from Democrats to right-wing Republicans. This is a winner-take-all system and we are all on the wire.

State legislators will help to decide the balance of power in the U.S. Congress through the next redistricting election in 2010. This next round of redistricting scheduled for 2010 could actually change with the Supreme Court's decision yesterday. Their approval of Tom Delay's mid-decade redistricting power grab that shifted five seats in Texas could change things radically, and we need to be ready.

Twenty of the 36 states where state legislatures control redistricting have at least one chamber which is within four seats of changing. These 20 states currently control 195 seats in Congress. A loss of just three state legislative seats in certain places, out of 7,000 nationally, could mean being shut out of the redistricting process and a loss of 13 Democratic congressional seats. A pick-up of 51 state legislative seats out of these 7,000 means that we could possibly gain 15 seats in the United States Congress.

You hear people talk about a Democratic wave this year. But I warn you, there is also a seawall that the wave has to overcome. Years of Republican gerrymandering have cut the Democratic voter base and left Republican incumbents in safe seats that shouldn't be. If we are to have a chance of taking back Congress and holding it, we have to ensure a seat at the table when the district lines are cut. We need to win at the local level.

We are in the middle of a large battle that we intend to win. Democrats can't control Congress in the long-term if we are playing with a deck stacked against us. We have got to reshuffle that deck, and we have got to do it right now in 2006.

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My third goal of leadership at the DLCC has been working with and advancing new leaders in the Democratic Party. When we win at the local level, we are building a strong party. Today's congressional leaders were yesterday's Democratic state legislators. In 2004, a state legislator named Barack Obama became one of the poster candidates for the future of the Democratic Party.

(Applause)

Like about half of the current members of Congress and governors, Obama began his career at the state capitol, just like Harry Reid and Robert Byrd, Patty Murray and Steny Hoyer. We're building the party by training candidates and campaign managers. Today's legislators will be tomorrow's representatives in Congress and our new governors.

You Teamsters are doing this too. With your Drive for America program, you know one of the best ways to control state legislatures, and eventually Congress, is to get your people elected. We'll work with you to get this done.

When our state legislators decide to run for higher office, they will be ready.

My last goal is to show Democrats across the country that we have been winning and continue to win in red states. In my own home state of Colorado we elected teachers, nurses, attorneys, as well as ranchers and farmers, to the legislature. And the story was the same in Montana, Iowa and North Carolina. These people won because they emphasized their connection to their districts. These Democrats won by rejecting the right-wing national debate that's based on divisive wedge issues. By giving our candidates the ability to localize their races and develop state-specific strategies, Democrats have been successful at a legislative level.

If we are going to be a smarter party, a more successful party, a majority party at all levels of government, we must realize what a wise investment our local leaders are. More and more, the

right wing is waging a very quiet revolution. They're doing it at the local level by grooming candidates and building local political infrastructure.

We all must meet this challenge. We will win these critical races but only with your help. Your president, James Hoffa, says your union is only as strong as its members. Well, my party is only as strong as its members, its candidates; and Drive for America is making us stronger. So instead of 6,000 cookie-cutter campaigns out of Washington, we challenge the consultant model. We empower local people to win local races. Our candidates run and win on local messages.

Like labor unions, our Democrats are winning by organizing. By organizing our candidates, we can afford to do research in polling which is far too expensive, usually, at the local level.

Through my organization, the DLCC, our candidates and managers get the training and the tools that they need. We teach them how to raise money, how to craft a strategy that suits their district and their state. We recruit strong candidates and protect our incumbents. Drive for America is doing this too. That's how you got Representative Clint Zweifel and Representative Tim Meadows elected in Missouri and Representative Gary McDowell elected in Michigan.

(Applause)

Your members are sitting in state legislative bodies making a difference for their state and for America.

Thank you.

(Applause)

We tested practices in 2004 and 2005 that will help us win elections in the future. We will build on those, we will use technology better and smarter and cheaper. In 2006 and beyond, we will expand our efforts in states while reaching out to grassroots activists and other Democratic donors to help us build the party of

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the future, fighting extremism at the local level.

Today, the Democratic Legislative Campaign Committee's mission is to build and maintain winning, state-of-the art legislative campaign operations nationally and to take back key chambers each cycle, to put Democrats in a strong position for 2010 for congressional redistricting.

I want to thank all of you — and I truly do from the bottom of my heart — for your generous donation today. I want to thank you for carrying us over that bridge. Once again, I want to thank the Teamsters in my state of Colorado and the Teamsters nationally. I give you a promise: We will use your money well. We will fight for the Democrats that will fight for livable wages, we will fight for the Democrats that will fight for access to quality health care and education, and maybe most of all, for those people who will fight for secure retirement for every American.

(Applause)

I give you my promise. We will fight to make it easier to organize. And we will fight to create new union jobs.

(Standing ovation)

Thank you. Thank you for your attention. And I charge you, the Teamsters, to keep growing. I applaud your successes fighting for your members. I applaud Tom Keegel and your strong financial house. I applaud your President James Hoffa and your growing army of organizers and members. I applaud your success with your DRIVE program that fights corporate giving.

I charge you, the Teamsters, to keep growing and keep the pressure on. Keep the pressure on corporations to treat America's workers fairly. Keep the pressure on employers, and most of all, I charge you to keep the pressure on us, on politicians like me. Because if we don't listen, recruit some of your own to run and win and represent your values.

(Applause)

Together, we'll keep changing the conversation in our state houses for the better. We will keep building our party and our future leaders in states across the nation, and we'll win the redistricting battle, and once again in Washington we'll see people stand up for working people like you, the Teamsters, do every day. Thank you.

(Standing ovation)

GENERAL PRESIDENT HOFFA: Thank you, Senator. Senator Fitz-Gerald is showing us that government can work for working families. We just have to make sure we get involved. There are thousands of Teamsters qualified to run for local offices. Not only are we going to encourage them, that we're going to help them win. Future congressmen, senators, and maybe even a president will come from the ranks of Teamsters. We've got to get involved in politics, and we've got the right people.

(Applause)

Please turn your attention to this important video, "Driving America's Future."

...A video presentation, "Driving America's Future," was shown to the delegation.

(Applause)

GENERAL PRESIDENT HOFFA: I have a note here. How many people saw the truck caravan this morning?

(Applause)

Very good. Wasn't it wonderful?

I want to recognize the drivers of those trucks. Let's give them a big hand. They did a great job.

(Standing ovation)

I also understand that former Vice President Ben Leal is here. Is Ben Leal in the house? Let's recognize our former Vice President Ben Leal.

(Applause)

From California. Very good.

Teamster power is like no other; and with the addition of the Joint Association of Boxers, JAB

to our ranks, we are now packing an extra punch. JAB was formed several years ago right here in Las Vegas. It's a union run by boxers for the physical and financial protection of professional boxers.

Please join me in welcoming JAB President, former WBA Light Heavyweight Champion of the World, Eddie Mustafa Muhammad.

(Applause)

EDDIE MUSTAFA MUHAMMAD
President, Joint Association of Boxers

Thank you. Thank you. Ladies and gentlemen, I'm from the Brownsville section of Brooklyn.

(Applause)

Hey, I like that. I like that. Osborn Street, Sutter Avenue, Blake Avenue. Okay? Okay, in the house?

Okay, down to business. Saratoga Avenue, okay. Riverdale Avenue, okay. Okay, here we go.

Boxing is the last major sport without a union. Every major sport has a union — baseball, basketball, hockey. You name it, they have a union.

There's a saying in boxing that you're only as good as your last fight. Now, what if you lose your last fight? You know, the promoters won't use you again. Then you're on your own. You know, it's sad but it's true. You're on your own.

We formed a union, thanks to the vision of a few people that I'll introduce later when I finish speaking, that they said enough is enough. Boxing is a billion-dollar industry. But how come only at the end of the day the promoters make the most money and the boxers are left out, struggling when their career is over? I mean, you have fighters out there now that they say made millions and millions and millions of dollars, but yet they're filing for bankruptcy. They have no health care, no medical coverage, no benefits, no nothing. Well, my friends, the

buck stops here.

(Applause)

With the help of this great labor movement, the Teamsters and this great leadership of C. Thomas Keegel, James Hoffa, listen, you can't beat that.

These guys are with us 100 percent. And as we speak, there are more and more boxers signing with JAB. You'll see them on HBO, ESPN, because they're tired of at the end of the day not having anything, and all the promoter is doing is smoking big cigars and laughing all the way to the bank. You know, we're tired of that. We're tired of that.

(Applause)

And with the help of the Teamsters, they're tired of it, too. We all got together and we're out here moving forward together, signing fighters up, letting them know that we're not living in the Stone Age anymore, we're moving forward to form a great union. And we have them out in numbers. We have world champions that we have that joined JAB. As a matter of fact, I'm standing here with the WBC Super Middle Weight Champion, Joey Spina, from Providence, Rhode Island.

(Applause)

I've been all over the country organizing fighters. Right now we are the best and only union for the fighters. We are so strong as we speak right now that the boxing industry — I'm talking about all the commissions around the country — will not make a move, will not sign another law, will not do anything unless they consult with JAB. They will not do anything.

(Applause)

This union is so strong, I mean, the mere presence of me walking into the commission's office, they know that if we have got a problem, we're going to straighten it out or we're going to put you on Front Street and let you know that you're not doing your job, you're exploiting the fighter. We're not having that no more, I'm not

going for that.

(Applause)

We have so many people to thank for this great movement in boxing because this is the first. It's never been done. Like I said, the Teamsters took boxing out of the Stone Ages and brought it into the New Ages. Whereas, listen, we have more dignity. We can walk around with our heads held up in the air. When a person says, "Well, what do you do for a living?"

"Well, number one, I'm a fighter. Number two, I'm a Teamster."

(Applause)

This union became — it is so strong as we speak. Last year I was invited to Lansing, Michigan, to help the Michigan Boxing Commission implement some new laws. Now, three, four years ago that would never have been heard of. Now, if any commission, any sanctioning body, wants to make a move, they've got to call JAB. That's right, they've got to call JAB. Because I'm not going for that. You're not going to do anything that's going to hurt these fighters. This is a fighters' union. The fighters are Teamsters. We are all brothers and sisters in this movement.

(Applause)

There are some people I'd like to thank for standing side by side with JAB in their inception. They are:

Dan Kane, Sr.

(Applause)

Dan Kane, Jr.

(Applause)

Walter Kane.

(Applause)

A gentleman that I've only known for maybe about a year, but to sit down with him and just to have a heart to heart and a talk to talk with this man, it really enlightened me on our labor movement. I mean, I love this guy. Jim Santangelo. I love that guy.

(Applause)

Another gentleman, I call him every once in a while, because I know he's busy, just to let him know what I'm doing, and that's Jeff Farmer.

(Applause)

Again, I'd like to thank General Secretary-Treasurer Keegel and my man — I call him the boss with the hot sauce — James Hoffa, my main man, that's right.

Thank you, ladies and gentlemen. Teamster power, baby, Teamster power, that's what I'm talking about.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you, Eddie, what a great message.

Now I'd like to ask International Vice President Randy Cammack and Jim Santangelo to tell us about Joint Council 42 Youth Boxing League.

(Applause)

VICE PRESIDENT SANTANGELO: About eight years ago Randy and I got involved with the kids in Southern California, and we adopted the Teamster Joint Council 42 Youth Boxing. We've been having one heck of a time. It's great. There are 100 kids there. The money comes from the locals and Joint Council 42. We pay for their trips back East, we pay for their hotel room, we feed them. We do everything, because it's very inspiring and it's very disciplined with these kids. We've got them here today, and we want you to meet some special kids.

(Applause)

VICE PRESIDENT CAMMACK: You know, the Teamsters don't get enough credit for reaching out into the community and being part of it. The General President's message has always been that we have to be recognized for the constructive things that we do, not just our Joint Council but the things that the Teamster locals and this great International get involved in, the positive things, the things you don't hear about from the Kool-Aid drinkers, the things that

we're doing to be part of the community to help in organizing and especially if you're helping young kids.

Jim and I both, and the locals that have been involved in our Joint Council, have had many rewards. They come to our membership meetings. They are a part of us.

I could tell you, our kids recently — a lot of them become world champions in their own right in different events. Recently, our kids fought Oscar De La Hoya's Boxing Club. Our kids whipped their ass.

(Applause)

In fact, Oscar De La Hoya heard about our club and he didn't even want to show up. So our kids were — I talk about — you know, they wear Teamster colors. The ring has a Teamster emblem in the center of it. When our members go to these fights, you can see how they feel. It just makes you — I tell you what, there's nothing like it in the world to see kids that would otherwise — in Los Angeles, getting involved in gangs, in drugs, and the peer pressure that's in Los Angeles and some of the communities, it's really difficult for young kids. To see them get some discipline in their lives and get involved in this sport is just great things. If you help one kid, if you help two kids, you've done something you look back onto in your life. We've had two fighters come out of our club, Mariana Juarez was the first one. She ended up winning the women's world championship in Korea.

(Applause)

Recently, we had another success story we're just so happy about. John Molina, whose father is a GCIU member, he has just gone into the professional ranks, and his first two fights he has knocked his opponents out, knocked them out with Teamster colors on, and it's just unbelievable. Jim.

VICE PRESIDENT SANTANGELO: I want to introduce the manager and the great guy right here, Ben Lira, who runs the club. What a job he

does for us.

Johnny Molina, who just had — we have known — come here, Johnny. We have known Johnny for some eight years when he was this tall. He has had two professional fights. The first fight he had about two months ago he knocked his opponent out in the first round.

(Applause)

His second fight he knocked his opponent out in the second round. Johnny on July 14th is going to be fighting his third professional fight, and he has said something to us. "As long as I am a professional fighter, I will enter that ring with my Teamster logo."

(Applause)

JOHN MOLINA Professional Boxer

See, it's that support right there that makes me fight hard, man, I'm telling you guys. You guys pack the house every fight that I go to, all the locals that are in my area. You guys know what I'm talking about. I told you one of my first fights going in there was a bit overwhelming being on stage, kind of like I am right now; but when they announced my name, man, the look in the opponent's eye, they thought he was going to fight Elvis, man. He looked at me, and he was like, "Man, who is this kid?" But, man, you Teamsters, you guys pack the house perfect for me.

I do want to say a special thanks to everyone here, Mr. Santangelo, Mr. Cammack. Of course, Ben Lira, man, that guy has been like another father to me helping me out day in and day out. I mean, you can't ask for more.

(Applause)

And my father, John Molina, Sr., he's over there.

(Applause)

Like I said, as far as work ethic goes, I know what it's all about because this is my dream. Through you guys and my father and everyone

else, this is becoming possible for me to live out my dream so I can get to that level.

I worked the 12-hour shift maybe for a week.
(Laughter)

I seen what it was all about. Man, that's a tough job to lace up those work boots and go to work every day and support a family. I take my hat off to you. I've seen this man do it. He goes to work every day and he was man enough to support his family, so I take that work ethic into the ring with me and that's why I do so well.

(Applause)

Also, you guys know Big Ronnie, he helps out so much for us. And Mr. Carlos Barnett, I don't know where he's at over here in the crowd.

There he is. I've been able enough to know him since I was a little boy and through high school. So I want to say a special thanks to all you guys for everything you guys do for me. I appreciate it.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you. Great people. Great youth.

Our next speaker is somebody very, very special. I want you to know he's a dear friend of mine. I want you to know he's an ally. I want you to know he's a kick-ass guy like us. I want you to know he's a 24/7 union leader. I want you to know he's a guy that believes in organizing. I want you to know he believes in Change to Win, because he's part of our deal. I want you to know that he's from the Laborers Union and he believes that the Laborers and the Teamsters should grow America. And I want you to know that he is joining us to make America a better place.

He's my friend, he's our ally, our dear friend from the Laborers Union, President Terry O'Sullivan. Come on up here, Terry.

(Standing ovation)

TERRY O'SULLIVAN
President, LIUNA

Thank you, Jim, for that very kind introduction. It really is an honor and a privilege for me to be here today with my brothers and sisters of the Teamsters Union, the strongest, the most powerful and the most influential union in all of North America.

(Applause)

I humbly and proudly stand before you today and bring fraternal greetings from the 700,000 proud, strong and united members of the Laborers International Union of North America.

(Applause)

Before I start, I want to recognize a few people. I want to recognize your great General Secretary-Treasurer Tom Keegel, who's a good man, a great labor leader and a great friend of mine and the Laborers.

(Applause)

The rest of your entire General Executive Board, and in particular somebody that I have come to know over the years, somebody I've come to respect and somebody that I consider a dear friend — you know, Jim Hoffa, like me, he was raised in a labor family by a father he loved and respected, a father who taught him what courage, leadership and brotherhood are all about.

I have the utmost respect and admiration for Jim Hoffa. He's a man of character, a man of conviction, a man who never stops fighting for what is right, and for what is just. He is not only one of the most dynamic and powerful leaders in all of organized labor, but he is one of the most decent individuals I have ever met. Jim Hoffa is a credit to his family, he's a credit to his country, and he's a credit to the great and mighty Teamsters Union. I am proud to call him my brother, but most of all I am honored to call him my friend.

(Applause)

As I came here to prepare my remarks, I

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thought about the similarities between our two great International Unions. Both of our unions were chartered in 1903. They were born out of strife and struggle by workers who had had enough of the abuse, the exploitation and discrimination, individuals that valiantly laid their lives on the line to make life better for themselves, their families and those that would come after them.

It is this common bond, this common history, that unites our two organizations. It serves as the foundation for the partnership we have developed over the years. As I stand here today on behalf of the Laborers International Union, I can think of no better partner, no better friend in the trade union movement than the Teamsters Union, and I thank you on behalf of our entire membership in the Laborers.

(Applause)

Brothers and sisters, life is defined by significant moments, significant people, and significant organizations. This convention is a significant moment that will not only chart the course of the Teamsters Union for the next five years, but I believe it will also shape the future of the trade union movement for decades to come.

Because I believe, as you believe, that we are at a crossroads in the labor movement, and that without dramatic, far-reaching and radical change, the labor movement runs the risk of becoming insignificant in the lives of working families throughout North America.

Unfortunately, the statistics prove my point. In the 1950s, 35 percent of the workforce in this country belonged to a union. That's down to 12.9 percent in 2006, which is 7.8 percent of the private sector represented by a union.

Being a predominantly building trades unions, today in the building trades we represent 13.1 percent of the workforce in the construction industry that is unionized. If you want to hear something sad, before the division within the AFL-CIO and the creation of Change to Win

when we were all under the banner of the AFL-CIO, 78 percent of the membership of the AFL-CIO lived in 12 states. Eighty percent of the membership in the AFL-CIO was in ten unions.

The people wonder why there was a division, why there was a debate led by Jim Hoffa and the Teamsters, why we needed to do something different. Because if those statistics, coupled with the hostile administration and Congress, don't scare anybody in this country, then something's wrong. Something needed to change, and that's why Jim Hoffa and the Teamsters Union led the charge to try and reform the AFL-CIO or create something that will help grow and strengthen the American labor movement.

(Applause)

Jim said it best the other day in his speech when he said we can't elect our way out of these problems. Yes, we have to commit ourselves politics, but we have to commit ourselves to strategic organizing, and that is the promise and the tenet of Change to Win, is to run whole-industry — industry-wide campaigns to grow and strengthen the labor movement throughout North America, not by tens of thousands, not by hundreds of thousands, but by tens of millions of workers in North America that need representation by the Teamsters Union and the Laborers International Union and unions throughout this country.

I have to say that the Teamsters Union is leading the way. Large-scale campaigns like the DHL campaign; the ports drivers campaign; school bus drivers; the joint campaign with UNITE/HERE, the Cintas campaign. Growing your union and strengthening the power of Teamsters through mergers and amalgamations with the Brotherhood of Locomotive Engineers, GCIU, and the Brotherhood of Maintenance of Way. That is vision, that is leadership, that is a commitment to grow and strengthen your union so that we can do a better job for the proud men and women of the Teamsters Union and the

Laborers Union, and all the other unions that make up Change to Win.

You know, I believe this, that we need to turn this thing upside down if that's what it takes to get it right-side up, because things in this country are not going well for working people. And I know as I look around this hall, I see dedicated and committed trade unionists, dedicated and committed Teamsters that are going to do something about that.

(Standing ovation)

But as Jim said the other day, yes, we need an equal balance between what we spend on organizing and politics. And, yes, politics is important. I say this: We have an election of a lifetime in 2006 and 2008. These mid-term election and the presidential election in '08 will define the political and legislative agenda we will be facing for decades to come.

Brothers and sisters, we must elect politicians that will be accountable to working people. We must elect politicians based on issues, not political parties. We cannot afford to lose any more. We can't allow these right-wing conservative assholes to destroy the middle class in this country. It's high time we stand up and fight against these individuals.

(Standing ovation)

This is the most hostile, anti-worker, anti-union Congress and administration in the history of our country. This is a mean-spirited group that shows no respect for working people. I mean, they're so damn bad that when they get pissed off at you or get mad you, they just send you hunting with Dick Cheney for crissakes.

(Laughter)

Working people in this country and in North America are getting a humping. They're hell-bent in Washington, D.C., on destroying the American Dream and silencing the voices of working people. In D.C., they have the brass to go around boasting about driving the final nail in the coffin of organized labor. Well, brothers

and sisters, I know the Teamsters Union and you know the Laborers Union, and I'll tell you one thing right now: We're not ready for any god-damn pine box; we're not laying down. Come this November when we take back the House and take back this country, we'll stand shoulder-to-shoulder on the steps of the Washington Capitol, and we'll tell them to shove that nail right up their ass.

(Standing ovation)

I came to Las Vegas out of respect for the Teamsters Union and the invitation from Jim Hoffa. I sure as hell didn't have to come here for a magic act because we in the United States, unfortunately, are witnessing the greatest magic act known to mankind. I mean, David Copperfield and Penn and Teller, my ass. You only have to go to Washington, D.C., to see the best magic act that there is, because shit is disappearing everywhere.

(Laughter)

I mean, think about it. Think about it for a second. And the Teamsters know this. Three million manufacturing jobs have disappeared and they've been replaced with jobs that pay little wages, minimum wage and have no benefits. Health care for 47 million people has disappeared. Budget surpluses have disappeared and been replaced because of tax cuts for the rich with budget deficits. Defined benefit pension plans are disappearing. If they had their way, and unless we get in their way, Social Security will disappear. Good and decent education for our children is disappearing. Hell, "No Child Left Behind" to me means no child left a dime. Project labor agreements are disappearing. The middle class in this country is disappearing. Shouldn't happen. Weapons of mass destruction disappeared. And the greatest one of all, the greatest disappearing act of all is this one: How does a six-foot-four terrorist on kidney dialysis with a damn limp disappear into thin air? You tell me.

(Standing ovation)

Well, you know what? I know when I look around this room, you know Teamsters and Laborers and Change to Win unions, we've got a little magic left of our own. I say come this November, let's us do that voodoo that we do so well, and let's get these assholes out of Washington, D.C., and put friends of organized labor in there.

(Standing ovation)

Brothers and sisters, we need to elect politicians that understand that the most valuable asset that we have in this country isn't corporate America, it's not Wall Street, it's working people. We need to be clear, concise and relentless about our political and legislative agenda. We need to work together to not only elect pro-worker candidates, but also to enact our joint legislative programs at the national and local level. We need to elect politicians that will support the Employee Free Choice Act, that will support fair trade, not free trade, that will support health care for all, that will shit-can this ownership society bullshit and support defined benefit pension plans for working people in this country.

(Applause)

We need to elect politicians that will support comprehensive immigration reform, that will rescind the egregious new LM2 reporting requirements. Because I tell you what, I don't mind anybody looking over my shoulder but no son-of-a-gun is going to be looking up my ass.

(Standing ovation)

And last but not least, we need to elect politicians — and this is a particular pet peeve of mine — we need to elect politicians like Dick Gephardt, who would stand up in front of a Teamsters group and any union group and was proud to say that he supported working people, he was proud to say that he supported union people.

And you know what? What we need to do

going forward is, is that we should only support and elect politicians that can say the word union and can spell it. And anybody that can't shouldn't get our money, shouldn't get our support. Because, like you, in the last presidential election when those concession speeches were made — and unfortunately our candidate didn't get over the top — I hope I was as mad as you were that organized labor, the Teamsters Union and Laborers and working people in general didn't get a thank you from the top leaders of the Democratic Party. And I tell you what, that kind of nonsense has to stop now, brothers and sisters.

(Standing ovation)

At the state level there are 36 governors races up for grabs this year. We need to replicate what we did last year when we worked together and elected Tim Kane as governor in the state of Virginia, John Corzine as the governor in the state of New Jersey.

And being a native Californian, I take particular pride and pleasure with this, that we turned back Arnold and his gang of zealots and the four anti-worker propositions that they put forth. We told them where they could stick those.

(Applause)

And for my brothers and sisters in California, it is high time that we terminate the "Terminator." He likes to say — he likes to say, "I'll be back." My ass you'll be back. What we need to do is use another line from his film, "Hasta la vista," Arnold. It's time to go back to Hollywood and make some more of those shitty movies.

(Standing ovation)

Brothers and sisters, it's time for us to stand up and take our country back, to win at all costs, to make sure that we have a government of the people, by the people and for the people. We have to unleash the fury of Teamster power and Laborers power. We need to remind every politician that if you screw with any one of us, you

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screw with all of us, that this country — this country belongs to us, and anybody who gets in our way is going down.

(Applause)

As I finish, I know that you as proud, strong Teamsters never forget that the trade union movement is recognized by the name Teamsters. I hope you never forget that where you go, the Teamsters and Laborers go together. You know, I am damn proud to be a Laborer and I'm proud to be the General President of the Laborers. But I tell you, if I wasn't a Laborer, I'd damn sure be a Teamster.

(Applause)

As I leave Las Vegas, I have a hop in my step and hope in my heart because I have seen the future, and the future is the Teamsters and the Laborers moving forward together. As I look around this grand hall, what I see, brothers and sisters, is the heart and soul, the backbone of the trade union movement. I see the warriors for change, the liberators for working people. I know it will be your spark this week that lights the fire of a workers' revolution throughout North America and the entire world. I know the Teamsters don't back up and they never back down, that there is no retreat, there is no surrender.

In September the Laborers have our conference — our convention right here in this very hall. Our conference theme is "We're Mad Dog Mean, We're Ready to Bite and We're Ready to Fight." So be loud, proud and rowdy, brothers and sisters of the Teamsters Union. Let us continue to stand together, let us continue to fight together and let us continue to win for working families together.

God bless our countries. God bless our troops. And God bless the Teamsters Union.

(Standing ovation)

GENERAL PRESIDENT HOFFA: Mike 4.

DELEGATE HOMER LAMBERT, IBT Local 743, Chicago, IL: Good morning, brothers and sisters. I want to stand here this morning

to tell you I was a TDU for over 10 or 12 years, and I sat on the steering committee at TDU.

I learned something, and I'm glad I came to this convention. We need to pull together. I agree with Terry O'Sullivan. We cannot continue to fight and divide. We've got too big a fight on our hands, the employers, our president.

We've got too many fights to be fighting each other, and I learned that we need to stay together. Thank you.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you, Brother.

The meat and potatoes of our work is securing good contracts for our members. That's the bottom line. A solid, strong union contract is what separates union members from non-union members. And a Teamster contract is what separates unions from other unions. That's why we are the leaders in the trade union movement.

Over the last five-and-a-half years, we've successfully won some of the richest contracts in the entire labor movement. We've been able to do this despite the hostile environment that exists in corporate board rooms and government offices across the land.

Let's celebrate our successes as we prepare ourselves for the future. Take a look at the following video.

...A video presentation was shown to the delegation.

(Applause)

GENERAL PRESIDENT HOFFA: Since our last convention, a number of Teamster divisions have pursued successful strategies of lining up contracts so the negotiations have common expiration dates. It's an important tragedy. By such contract alignments we are able to maximize our power at the bargaining table.

This strategy has worked very well within the Brewery Division. Our ongoing experience with the Miller Brewing Company illustrates the advantages of aligning contracts.

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Joining us now is our Brewery and Soft Drink Conference Director, Vice President Jack Cipriani, to tell us more about this important strategy.

(Applause)

VICE PRESIDENT CIPRIANI: Thank you, General President Hoffa. I'm still listening to Terry O'Sullivan's speech there. It makes me want to go out and kick that CEO's ass right now, so give me a little time here, I'm still trying to get my thoughts together.

Every time that a local union faces contract negotiations with a large, multinational corporation, our membership is at risk. We've been forced to have to redefine what it means to call for a boycott. We've also been forced to redefine what it means to call for a strike. It's one thing if we have a national or regional contract to help pull together the collective muscle of the Teamsters Union. But when a small local union stands alone against a multinational corporation, the odds against our success can feel absolutely overwhelming.

Yes, we're taking the bold steps of coalescing union power within industries through the Change to Win Federation. But we must also take new strategic advantages internally to make the Teamsters Union stronger. The local unions that are part of the Brewery and Soft Drink Workers Conference are achieving good results through a strategy which I call "contract alignment."

Last year, Coca-Cola Enterprises wanted to dramatically shift health insurance costs to our members. Last year during contract talks in Southern California Coke wanted to start a tide of cost shifting on the West Coast and have it spread throughout the country. All of our Coke members and their families were at risk.

The Teamsters Union and the Coke locals of the Brewery and Soft Drink Workers Conference took a united stand. We tied Southern California's bargaining position

together with that of local unions facing similar problems in Connecticut.

Then we reached out to our brothers and sisters in New York and in New Jersey and in San Francisco and in Minneapolis and in St. Louis, and in Pittsburgh and in every other local union across the country who had sympathy language who could honor a picket line. We were not going to let the Southern California locals stand alone. No Coke local union was going to stand alone with it came to a fight that's as important as our members' health insurance benefits.

(Applause)

We fought smart, we fought hard and we used contract alignment, and we won.

Now, Teamster local unions with contracts at Miller Beer face a similar battle. Miller Brewing was bought out recently by South African Brewing, the second largest brewer in the world, in fact, even larger than Anheuser-Busch. The new company wants us to start paying part of the health insurance premiums for the first time.

As a little personal aside here, three other unions who have other Miller plants — there are six Miller plants — three have other unions. Those three had contract negotiations and went from paying nothing for their health care insurance and agreed to start paying \$200 a month, and they dug a hole for the Teamster locals.

But we aligned our contracts. The Teamsters in my local union, Local 391 in North Carolina, and in Local 896 in Irwindale, California, and Local 997 in Fort Worth, Texas, are all working under an expired contract. As we come to the final days of negotiations, South African Breweries is finding out you can't take the Teamsters on one local at a time. We're using contract alignment to balance the scales with management. And because it works, the Brewery and Soft Drink Workers Conference is going to look for more opportunities to help our members get better contracts.

Now you'll hear from two of our members

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who know what it means to grow Teamster power through contract alignment. The first is somebody very special and near and dear to my heart from my local union, is Patricia Hendrix, a member of my Local 391.

(Applause)

SISTER PATRICIA HENDRIX **IBT Local 391, Greensboro, NC**

Thank you, Jack. Good morning, brothers and sisters and guests. My name is Patricia Hendrix and I'm a proud member of Local 391 in North Carolina for 28 years. I work for Miller Brewing Company, and it has not been easy going through these negotiations.

Miller was purchased in 2002 by South African Brewery, and they operate in more than 60 markets across five continents, and each negotiation you go through is tough. But we're in the fight of our lives to protect our contracts against a global company.

It hasn't been easy and everyone is concerned about SABMiller eroding our seniority, our pension and health care as they did in three prior Miller plants.

So our goal as rank-and-file Teamsters has been to stay focused and unified. We want to make sure we protect our seniority, our health care and our dignity as American workers.

We realized a long time ago that we had three Teamster plants in the Miller company that operated under separate contracts. Our long-term goal has been to negotiate in-line contracts for the three breweries which has been a difficult process. So we realize we also had to do that. They were making the same demands at each plant, so we had to counter with the same defense with the workers. So this has made negotiation different. For the first time, our contract extensions had been in line with Texas and California.

Teamsters are the best negotiators in the labor movement, and that is a proven fact with our

president, Jack Cipriani; Texas' Jerry Putnam and California's Rene Medrano. So the three locals have been in constant communications with each other. Our Business Agent Vernon Gammon, Chip Roth, and Jack, have traveled back and forth to Texas and California. Their reps have been sitting in on our negotiations, sharing information with each other and speaking with the same voice so that we can all move in the same direction.

We've taken a one-for-all-and-all-for-one position with the company. That gives our negotiators more power. If one plant goes out, we all go out. Solidarity and leadership will get the best Teamster contracts in the Miller corporation, so let's go get em. Thank you.

(Applause)

VICE PRESIDENT CIPRIANI: Our next speaker is a rank-and-file worker at Coke in New York. So I'd like to ask John Padula from my other family at Local 812 in New York.

(Applause)

BROTHER JOHN PADULA **Local 812, Scarsdale, NY**

Man, I just want to say that I got to thank God for being here at this historical event. I'm a very proud member of Local 812 in New York, but this is the proudest day of my life as a Teamster being here with such a big family.

(Applause)

Thank you.

I'm a second-shift steward at the Elmstead Market service center in Coca-Cola New York. I'm also the checker and I help run the loading down. I've been a Coke employee for 29 years. They say that with age comes wisdom, but I'll let you decide how wise I've become.

But one thing I am willing to admit is that I have a long memory, and I know that without the Teamsters, the Coke workers today would not have things as good as they do.

I know that there is strength in numbers. I

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know that when the Teamsters pull together, they make even the biggest companies bend on issues that they said were nonnegotiable. Our contract expired June 1st. It was a very tough battle; it wasn't easy. They came at us with 43 pages of changes. We knew what they wanted. They wanted our medical and our pension and they weren't going to get it.

(Applause)

They thought they could scare us, they thought they could split us up. They thought they were going to bowl us over, and they were going to pit one group against the other, but they couldn't do it. One of the main reasons they couldn't do it was because our Executive Board outclassed them, and they did it with this: They did with it with the history of this union, and they know it because they live it seven days a week.

(Applause)

We had a lot of experience in our bargaining team. Some were retirees, and they've seen all of this before. One thing they knew, we had an advantage that Coke did not. Sure, they had a huge corporation with a lot of money and lawyers, but we have an army. We have 1.4 million Teamsters. Hundreds of thousands are retirees, just as many friends, spouses and supporters out there willing to take on Coke with picket signs, handbills and most painfully for them, our wallets.

In a tug of war like this, every hand is on that rope. In this particular case, our side stretched from the bargaining table in New York all the way to California. From the very beginning our Executive Board was keeping us educated about what's happening across the country. They were in constant communications with representatives from the locals in California, which also had contracts coming up for renewal. All of us knew that what happened in one location would eventually affect us all.

In a very respectful way, our bargaining com-

mittee had to tell these managers who they were dealing with, in constant communications with presidents in other locals across the country. A union that would stick together; that would pull as one; that if things went badly, our soldiers would be picketing, handing out leaflets at stores, telling our friends not to buy that product until they dealt fairly with their workers.

They knew that we would be out there in New York, California, and everywhere in between. It's happened before; I've seen it. I've seen how collective bargaining for a greater number of workers, aligning contracts so you're bargaining together strengthens the Teamster position for all of us.

You know, one of these latest issues that came up during the negotiations was simple respect. The managers thought they could make changes because they knew what they were doing. We just wanted them to listen to us. They're listening now.

(Applause)

I just want to thank the Executive Board for the lives that they live. I tell you what's moving Teamsters forward together, and that's the way they love their membership, the way they love what they do, and how they make family out of the membership. That's what — the sacrifice that they make by educating us and the time they spend with us instead of their own blood families, but that's what they do. That's why I'm here, and I'm very proud to do it.

(Applause)

I just want to say one last thing real fast; it's not an easy thing to say. That's my mother and father in that picture. My father landed in Normandy, and he landed in Normandy under Patton. I tell you what, he wasn't afraid of nobody. My father was never afraid of nobody. Nothing. When he found out that it was time for me to get a job, I saw the look in his face, and he said, "Make sure you're in the union." I was very young and I said to myself, "Man, this

union must be something. A guy landed in Normandy and he's worried that his son wasn't going to be in a union." Thanks.

(Standing ovation)

GENERAL PRESIDENT HOFFA: The next session will be chaired by our General Secretary-Treasurer Tom Keegel.

(Applause)

CAPITAL STRATEGIES

GENERAL SECRETARY-TREASURER KEEGEL: Thank you. Our Capital Strategies activities are a key component of a well-thought-out plan to build Teamster power at the local level. We have made shareholder meetings an important forum to talk about everything from the companies' treatment of workers to its lavish executive pay packages. By tapping into the governing structures of the corporations where Teamsters work, we are able to win victories on the shop floor.

Here to tell us about how Capital Strategies helped in a campaign against United Technologies is Rick Rollinson from Local 1150 in Stratford, Connecticut. Rick.

(Applause)

BROTHER RICK ROLLINSON Local 1150, Stratford, Connecticut

Good morning, General President Hoffa, General Secretary-Treasurer Keegel, brothers and sisters. My name is Rick Rollinson, the Vice President and Business Agent of Local 1150, Stratford, Connecticut.

As many of you know, 3600 Sikorsky members of Teamsters Local 1150 went on strike this past February to protect affordable health care for their families. These Teamsters produce and maintain helicopters, including the Black Hawk helicopter for the U.S. military, including our troops now serving in Iraq and Afghanistan.

Sikorsky's parent company, United Technologies, was bent on drastically raising

the cost of health care to Sikorsky workers. Despite the union's proposals that would have saved the company money, avoiding a costly and protracted strike, while also providing quality and affordable health care, the company dug in its heels.

Meanwhile, the CEO and Chairman of United Technologies' board of directors raked in compensation packages worth more than \$130 million over the last two years. After workers, many of whom are also long-term shareholders, ended the strike and returned to work, United Technologies held their annual shareholders meeting at Carnegie Hall in New York City. Teamsters Local 1150 and its member shareholders boarded a bus and went to New York to challenge the company's board of directors about corporate priorities, excessive executive compensation packages, and to demand answers to why they would jeopardize U.S. military contracts and the future of Sikorsky over short-sighted health care demands.

At this time I'd like to thank Brother Gary LaBarbera, principal officer of Joint Council 16, Local 282, for being there with us at our fight at Carnegie Hall.

(Applause)

All locals worked closely with the IBT Capital Strategies Department which provided the expertise necessary to prepare our members to effectively confront the executive management and board of directors of the United Technologies. This meeting usually lasts only 20 minutes. You know what happens when you get a bunch of Teamsters in the room. This meeting lasted more than three hours, and it provided the only opportunity for our members to confront the top management face to face about the impact their corporate decisions have on the lives of our members and their families.

United Technologies Chairman George David, who insulated himself throughout the strike from even members of the United States

Senate, was forced to face Teamster members before his own board of directors, other shareholders, and the press.

Many of us in Local 1150 have been shareholders of United Technologies for many years but now have a greater appreciation of the potential power of being active owners. We're able to enlighten other shareholders to the importance of our members, the success of the company, and send a powerful message to management: "We will be back." Thank you.

(Applause)

GENERAL SECRETARY-TREASURER KEEGEL: Thank you, Rick.

Our Capital Strategies campaigns also have international components. We're focused on winning battles on the shop floor and organizing new members.

One year ago the Teamsters began coordinating work with the United Kingdom's largest transport union, the Transport and General Workers Union. We're working together with the T&G to strengthen our power base as we confront the transportation giants that operate on both sides of the Atlantic, First Group.

The goal of this transatlantic partnership is to hold transport companies accountable to workers and communities in both our countries.

Here with us now to talk about the First Group campaigns, Transport and General Workers Union President, Steve Turner. Please give him a big Teamster welcome.

Steve.

(Applause)

STEVE TURNER

President, Transport and General Workers Union

Chair Tom, thanks for those words. Colleagues, sisters and brothers, what a privilege it is to stand before you today. I've had the honor of being here for a week now. I've also had the privilege of attending your Organizing

Conference over the course of the weekend.

I've been to many conferences and I can tell you this — and I can tell you this with a bit of pride — that there are not many unions out there in this world today, apart from the international guests that you've had speaking here and the international delegates, of course, that are attending this conference, that speak with the pride, the passion, the no bullshit, kick-ass approach that you've got as a group of Teamsters.

(Applause)

Colleagues, we're a kick-ass, no-bullshit union as well. I bring real solidarity and support from our 880,000 members, proud, fighting-back members of the Transport and General Workers Union in the UK.

(Applause)

I also bring — and we don't want to interfere with your internal politics — but personal solidarity in support for your General President Jim Hoffa and Secretary-Treasurer Tom Keegel.

(Applause)

Colleagues, the T&G and the Teamsters are two great unions, and we're two great unions building union power and that's power we can be rightly proud of. We're organizing to rebalance that power in favor of working people. We're organizing to give workers the confidence to stand tall, to stand proud and to fight against their employer, including those transnational employers, the transnationals you've been talking about for the last two days, including UPS, DHL, FedEx, Wal-Mart and, of course, First Group.

The T&G is proud to join with you in this fight. Your struggle is our struggle. Just as you're organizing here, we're organizing across the pond. We're organizing together as part of a joint union global strategy to make a real, genuine difference for working people.

(Applause)

Colleagues, we're fighting back. We're fight-

ing back at UPS where we've shifted union density from 19 percent to 67 percent, where we've secured our best-ever pay deal as well as new recognition, new organizing rights for our shop stewards.

(Applause)

And we're fighting back at TNT where 600 workers have joined our union in the last six weeks. Colleagues, I stand here with real pride to tell you that the fight back has started against your export, Wal-Mart.

(Applause)

Colleagues, our members are supporting their colleagues in our sister union the GMB in the UK, and we've just balloted to strike as to Wal-Mart and its entire UK distribution and transportation system. That strike will cripple Wal-Mart's operation, and I'm pleased to say that that strike starts tomorrow.

(Standing ovation)

Colleagues, we don't want them. We don't want their anti-union tactics and we're not going to put up with it. No company is going to come to the UK, just as no UK company is going to come to the United States, and attack trade union and labor organization.

(Applause)

Turning to First Student, I bring solidarity greetings from the 93 percent of First Pass employees who are proud, fighting-back members of our union, members that are standing shoulder to shoulder in the fight for justice, dignity and respect at work with our brothers and sisters in the Teamsters.

(Applause)

Together, we're part of an historic effort which has seen for the first time our members use their ownership of the company to demand that that company honors workers' rights, and in particular workers' right to organize.

Over the past three months colleagues, T&G members employed by the multinational transport provider First Group, have pushed forward

a shareholder resolution calling on the company to develop an enforceable human rights policy to protect workers wherever First Group does business across the globe. Our members have used more than half a million personal shares in this group to speak in a united voice on behalf of their brothers and sisters in the U.S. and Canada.

(Applause)

Moved by the message that honoring workers' rights is actually good for business, a number of large institutional investors have joined the call for reform at First Group, and Teamster colleagues will join the T&G to carry this message forward to the First Group board of the company's annual general meeting in Scotland next month.

Together we're using capital strategies to all companies accountable to us, not simply as workers but as owners of those companies.

(Applause)

And finally, colleagues, in closing, I just wanted to say that you've been speaking proudly this week of building a great army. Well, 70 years ago workers came together to build an international brigade, a great army to help in the fight against fascism in Spain. Seventy years on we're proud to be part of a new international brigade, a brigade of workers and workers' unions determined to stand proud, to organize and to win dignity and respect for workers the world over. Our time is now.

(Applause)

GENERAL SECRETARY-TREASURER
KEEGEL: Thank you, Steve.

To give us the tools to strengthen and build on our capital strategies victories, we will now consider "Capital Strategies" Resolution No. 3, page 6.

Will Joint Council Secretary-Treasurer from Joint Council 10, Dave Laughton, Manchester, New Hampshire, please read the resolution.

(Applause)

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DELEGATE DAVE LAUGHTON, IBT Local 633, Manchester, NH: Thank you, Mr. Chairman. First of all, I rise here obviously as a Hoffa-Keegel delegate and I'm damn proud of it.

As he said to you, my name is Dave Laughton, I'm the Secretary-Treasurer of a local union as well as a joint council and the union Chair for New England Teamsters Pension Fund.

I wish to address our convention on the absolute necessity of the need for the Teamsters to have a strong corporate strategies program.

The face of America is constantly changing, and rarely do these changing times spell good things for the Teamsters. How our employers are structured and governed and financed changes almost daily. We must have a program that is not only capable of adapting to these changes, but is able to position our union to succeed in this environment.

Collectively, Teamster benefit funds own approximately \$100 billion in equity assets. Our members and retirees and hard-earned health and welfare benefits make up the largest block of the Taft-Hartley capital markets. With money comes power. But power must be wisely used to benefit our members and retirees and increase the Teamster power in the marketplace.

For too many years members' pensions were invested to the benefit of Wall Street. Our funds' service providers were, worse of all, corporate America's structure on the labor movement. I am proud to lend my local union, the joint council, the pension fund support to the IBT Capital Strategies Department.

The Teamsters Capital Strategies program engages other union pension funds and active institutional investors to help develop strategies within all classes, not just publicly-traded equities. This is critically important as the landscape of the marketplaces are changing. As private equity companies are buying up Teamster

employers, such as TPG at Gate Gourmet, CDR at Hertz Rent-A-Car, Cerberus at Albertsons, these are all companies that are becoming major players in our industries.

As part of the Teamsters program, we're also developing strategies on real estate holdings, holding real estate companies accountable to workers who build and maintain their buildings by pushing for responsible contractor policies. The truth is, that our funds either have the investments in these asset classes or are considering these investments. As always, it is our duty to make sure our investments work to the benefit and the investment of our members and build Teamster power.

We must build on what we've started. We must expand on the ability to influence Wall Street, to hold corporate boards accountable and to ensure that Teamster money is being used to protect the interests of our members, our funds and our union. We must engage in more beneficial funds in this important campaign and urge you to vote with me in support of the Capital Strategies Resolution, which will help develop capital strategies programs and establish a Teamster leadership committee on capital strategies which we've drawn on the experience our own trustees.

By example, the corporate governance reforms at companies such as General Electric, Coca-Cola, McKesson, Bank of America, FedEx, Continental Airlines, Swift Transportation, Central Freight, Airborne and others.

Let me just speak just for a second on the Coca-Cola situation. We went to their board to talk about the problems at Coca-Cola and talk about what was happening with executives' salary. Think of this for a moment, the CEO of Coca-Cola who had been there for three years, each of the three years lost market share, lost stockholder value and resigned. And when he resigned, he left with a \$23 million bonus. This

is wrong. And now we have changed that. They adopted our policy for executive salary because we were there. Many people in this room were with me in those board meetings. They don't like us being there, and it worked.

...Delegate Laughton presented the following:

Capital Strategies

WHEREAS, the International Brotherhood of Teamsters and Teamster affiliated funds collectively hold more than \$100 billion in assets; and

WHEREAS, Teamster assets comprise approximately 25% of all Taft-Hartley investments in the U.S. capital markets; and

WHEREAS, the performance and behavior of the companies in which we invest directly impact the long-term interests and retirement security of Teamster members, retirees, and benefit funds; and

WHEREAS, corporate misconduct and extravagance such as excessive executive compensation practices, ineffective boards of directors who are largely unaccountable to shareholders, lack of real financial transparency, and the conflicts of interests between management, directors, and financial institutions has severely harmed investors and workers; and

WHEREAS, corporations are using investment dollars to fund political agendas and politicians who undermine the interests of shareholders, workers, and our funds; and

WHEREAS, regulatory agencies and elected officials require shareholder vigilance and persistence to demand increased protections for investors and workers; and

WHEREAS, the capital structure of Teamster employers and industries require investments from financial institutions including many service providers of Teamster funds; and

WHEREAS, the growing interest of private equity and hedge funds in the capital markets is

having an impact on Teamster employers and industries; and

WHEREAS, shareholder activism has led to significant reforms in executive pay, financial transparency, board of director accountability to shareholders; and

WHEREAS, by demanding responsible corporate behavior, Teamsters are encouraging better corporate performance over the long-term, and greater opportunities for workers to have a voice on the job and secure better wages, benefits, and working conditions; and

WHEREAS, Teamster shareholder initiatives have won corporate governance reforms at companies such as General Electric, Coca-Cola, McKesson, Bank of America, FedEx, Continental Airlines, Swift Transportation, Central Freight, Airborne, and others; and

WHEREAS, the International Brotherhood of Teamsters Trustee Education program has empowered Teamster trustees to become more effective capital stewards and to hold money managers and other service providers accountable; and

WHEREAS, strong input from the International Brotherhood of Teamsters and Teamster trustees has helped win concrete regulatory and legislative reforms to protect investors;

NOW, THEREFORE, BE IT RESOLVED, that this twenty-seventh convention of the Teamsters encourage the further development and expansion of the International Brotherhood of Teamsters Capital Strategies Department to:

- Serve as corporate watchdogs by monitoring the actions of corporations and government oversight agencies;
- Provide ongoing trustee education, support, and communication for Teamster benefit fund trustees to assist them in becoming more active and effective capital stewards;
- Coordinate efforts with Teamster benefit fund trustees, leaders, and members in

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efforts to protect retirement security for Teamster members;

- Work with other organizations and institutional investors to promote corporate responsibility, investment manager accountability, and legal regulatory reforms that provide increased protections for investors including our members and funds;
- Track market developments including mergers, acquisitions, buyouts, and takeovers that may impact Teamster investments or interests or provide opportunities for the same;
- Track changes in capital markets with an eye toward opportunities for Teamster funds within private equity, real estate, and other asset classes;
- Provide a voice for Teamster member stockholders and Teamster pension plans that seek independent and responsible leadership from corporate boards of directors;
- Promote shareholder activism to help Teamster members take a more active role in corporate decision-making;
- Present shareholder resolutions to improve corporate governance, accountability, and performance;
- Help Teamster member shareholders become more active owners in the fight for corporate accountability and responsibility; and

BE IT FURTHER RESOLVED, that the IBT establish a Capital Strategies Leadership Committee to be Chaired by the General Secretary-Treasurer or his designee and comprised of active trustees from key funds to work in collaboration and coordination with the IBT Benefits Committee and the IBT's Capital Strategies Department. The purpose of the Capital Strategies Leadership Committee will be to:

- Help set priorities and goals of Capital Strategies Program;

- Provide active leadership in Teamster initiatives to protect the interests of Teamster members, retirees, and funds as well as build Teamster power in the capital markets; and

BE IT FURTHER RESOLVED, that the International Brotherhood of Teamsters believes that all affiliated benefit fund trustees should, to the extent consistent with fiduciary responsibilities, work together by sharing information and supporting initiatives that protect the best interests of Teamster members, retirees, and other fund participants and beneficiaries; and

FINALLY, BE IT RESOLVED, that the International Brotherhood of Teamsters should continue to build coalitions with other active Taft-Hartley funds, public funds, and institutional investors concerned with improving corporate responsibility, accountability, and performance.

DELEGATE LAUGHTON: Mr. Chairman, I move for adoption.

GENERAL SECRETARY-TREASURER KEEGEL: Thank you. Do I have a second?

Mike 2.

UNIDENTIFIED DELEGATE: I second that and would like to speak on it, Mr. Chairman.

GENERAL SECRETARY-TREASURER KEEGEL: Go ahead.

UNIDENTIFIED DELEGATE: Capital Strategies, as Dave Laughton said, is one of the most important new issues that we've been using. And under President Hoffa's guidance, and especially yours, Secretary-Treasurer Keegel, our Capital Strategies education has done wonders with the trustees on the pension plans in this union.

Moving our money is just as good a weapon as moving our might in other ways, and actually it's more effective. We heard President Stern of the SEIU talk about the Miami situation yesterday, and I'm proud to say because of the

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Western Conference of Teamsters real estate holdings, that's what pushed that settlement over the edge. We can do that with our own money. We've got more money than all the other unions put together, and we should use it. And under your direction I think this is going to go far. I support this resolution completely.

(Applause)

GENERAL SECRETARY-TREASURER
KEEGEL: Thank you.

Mike 2.

DELEGATE CHUCK MACK, IBT Local 70, Oakland, CA: We've talked about it over and over again this week, it's about building Teamster power. And to the credit of the Chair Tom Keegel, he recognized that early on. And he has brought together trust funds across our union to focus on coordinating strategy and coordinating policy so we can maximize the economic impact on corporations, both nationally and internationally. And it pays off.

And I think if there's anything our members need to know, our officers and officials need to know, is that it translates actually into bargaining and benefiting our members.

About a year and a half ago Local 70 was on the verge of a strike at a company called Unisource owned by Georgia-Pacific. We had been stalemated in negotiations. We had reached an end to those talks. And in the course of the negotiations we brought to the attention of Karen Zelinko the problems that we had. Well, Karen and her department were running a shareholder resolution at Georgia-Pacific. And they reached an agreement with Georgia-Pacific not to go forward on their resolution. They made their point, they got what they wanted to. And at the end of that, Karen said to the executives for Georgia-Pacific, "By the way, let's talk about Local 70 and a problem that you've got with them in contract negotiations."

That discussion led to setting up negotiations with Georgia-Pacific in Washington, D.C., at the

International building. The company came in, Unisource, Georgia-Pacific, came in, we sat down and within three hours had negotiated a settlement that was ratified by 95 percent of Local 70 members.

(Applause)

That's the power and that's the potential that we're talking about.

I would move this resolution, Mr. Chairman.

(Applause)

GENERAL SECRETARY-TREASURER
KEEGEL: Thank you. Any other discussion? It has been moved and seconded to accept the Capital Strategies Resolution. All in favor of the resolution, say aye.

All opposed, say no.

The ayes have it, and the resolution is adopted.

Just one thing. I know we have a lot of trustees here of many funds around the country, and I urge all of you — and you have — come to the programs that we've put together on trustee education. It is our goal to collectively together, all trust funds, to make sure that the union trustees are the motivators, to make sure that the employers aren't carrying the ball, the administrators. Make sure that the union trustees are proactive, because these can make it work for our membership, it can make it work negotiating and it can get things done.

And continue to come to these programs, because we're excited about them, and we've proven over and over they do work. Thank you.

(Applause)

GENERAL PRESIDENT HOFFA: You know, since our founding more than 100 years ago, we've been in the forefront of the fight to win dignity and respect in the workplace for all working people and to make sure that everyone's rights are protected, regardless of race, gender and national origin. Will the chairs of the Diversity Committee, Anthony Christian and Mary Lou Salmeron, please come up and make their Diversity Report.

**REPORT OF THE DIVERSITY
COMMITTEE**

COMMITTEE CO-CHAIRPERSON
CHRISTIAN: Good morning. My name is Antonio Christian, Teamsters Local 853, San Leandro; our Co-Chair Mary Lou Salmeron from Local 986.

We met for three days in what we might call a historical date. In your packet you should have a copy of our Diversity Report. We won't bore you by reading that. But I want to take the time to acknowledge a couple people. I want to acknowledge the Director of our Human Rights Commission, Cheryl Johnson, for the direction she led to push us to do the things that we did this year.

(Applause)

Also I'd like to thank General President Hoffa and Secretary-Treasurer Keegel for the support they gave us.

And I want to thank you for what you've done this year. Historically, we've done something with diversity that's unheard of. Of all our international unions — and we did a survey just to look at all our international unions' constitutions — none of them addressed anything — close to anything about diversity or what their memberships looked like or anything at all. We are first to be able to do that, and you should be congratulated for all that you have done. We want to thank you again for that. Mary Lou.

(Applause)

COMMITTEE CO-CHAIRPERSON SALMERON: It was a pleasure working with you, Antonio, and I would like the Diversity Committee to stand up and be recognized. I want to personally thank you for all your hard work. If they're in the room here, I hope. Thank you very much for all your work.

(Applause)

...Committee Co-Chairpersons Christian and Salmeron presented the following:

**REPORT AND RECOMMENDATIONS
OF THE INTERNATIONAL
BROTHERHOOD OF TEAMSTERS'
DIVERSITY COMMITTEE**

INTRODUCTION

In 2001, the International Union leadership established the first Diversity Committee at the 26th International Union Convention. The creation of the Diversity Committee was the International Union's recognition that its strength and growth is enhanced by its ability to anticipate, understand, and plan for the diversity trends in the workforce demographics in the 21st Century. Through their discussions, the Diversity Committee for the 27th International Convention acknowledged that to build an effective labor organization for the future, the International Union must adopt clear and specific education and training programs and policies and be committed to the development of an organization which values and encourages the participation of members from all racial, cultural, and ethnic groups, men and women of all ages, physical disabilities, sexual orientations, and gender identities. Diversity at the International and affiliate levels must be recognized as a means to strengthen our organizing campaigns, the quality of representation of our members, and our ability to engage in effective community and political activities.

TEAMSTER DIVERSITY DEFINED

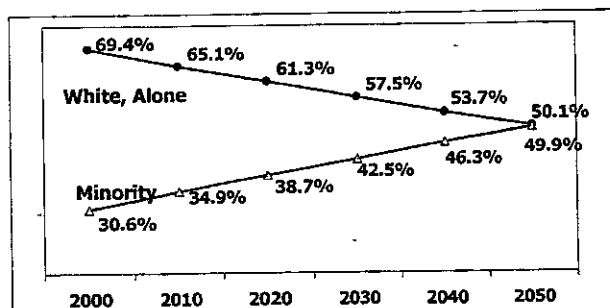
In the International Union, diversity encompasses all the many differences that define our members as unique and valuable individuals, including but not limited to culture, ethnicity, race, nationality, gender, age, disabilities, religion, sexual orientation, and gender identity. Although the concept of diversity may highlight differences in our members as individuals, the true value of a diverse membership is that such differences create a whole that is more than the

sum of its components – a group of Teamster members, whose collective strengths are derived from understanding, appreciating, and capitalizing on their ideas, perspectives and creativity. A diverse Teamsters Union must promote an environment and culture which encourages all members, regardless of their differences, to participate in the activities, decision-making, and leadership of their Union.

TEAMSTER DIVERSITY IS A GROWTH STRATEGY

The International Union has committed to organizing new members as a top priority through its substantial investment in its Organizing Department and by conducting organizing training and workshops at the affiliates. The success of our organizing campaigns and other membership initiatives is dependent on the Union's ability to plan for, manage and respond to the changing demographics of the American and Canadian workforces. The following graph from the U.S. Census Bureau clearly demonstrates that, between 2000 and 2050, the White percentage of the total population will decline by 19%, while the minority population percentage of the total population will increase by 19%, resulting in a United States population which is about 50% White and 50% minority:

U.S. Projected Population: Minority Pop. as a Percentage of Total

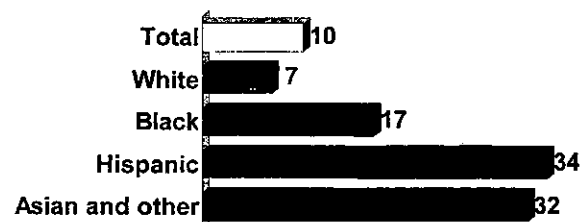


Source: U.S. Census Bureau

The projected percent change in the workforce from 2004 to 2014 reveals that minorities far outpace Whites. The following graph from the Bureau of Labor Statistics data indicates that, between 2004 and 2014, Whites will constitute a 7% change in the labor force, whereas Blacks will be 17%, Hispanics 34%, and Asian and other minorities 32%:

Labor force: minorities outpace whites

Percent change, 2004-2014



Source: BLS

By 2014, Bureau of Labor Statistics data projects that about one-fourth of the approximately 162,097,000 in the labor force will be new workers. The graph that follows shows a ratio that, between 2004 and 2014, for every White that leaves the United States labor force 1.43 will enter; while for each Black that leaves 1.93 will enter; for every Asian that leaves 4.06 will enter; for every Hispanic that leaves 4.43 will enter; and for other minorities 3.96 will enter for each that leaves:

Labor Force Entrants and Leavers 2004-2014

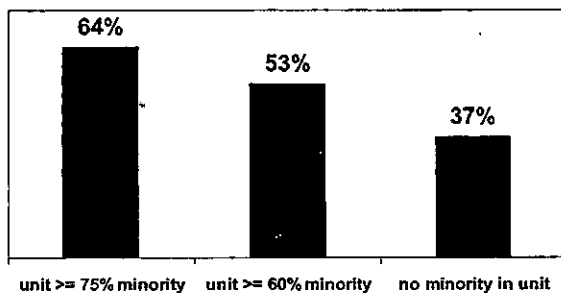
In thousands			
Race/ Hispanic Origin	Entrants	Leavers	Ratio of E/L
White	29,190	20,343	1.43
Black	5,795	2,999	1.93
Asian	2,697	665	4.06
All Other	1,366	345	3.96
Hispanic	8,378	1,892	4.43

Source: BLS

Clearly, the projected changes in the United States population and work force mandate that the International Union commit to the adoption of a Strategic Diversity Plan for its growth and effectiveness in organizing and representing an increasingly diverse membership.

Recognizing and managing diversity is directly related to growth of a labor organization. The Economic Policy Institute analyzed National Labor Relations Board representation election results data and found, as indicated by the following graph, in private sector bargaining units where the percentage of minorities and women is greater than or equal to 75%, unions won 64% of the elections; where the bargaining unit contained greater than or equal to 60% minorities and women, unions won 53% of the elections; and where there were no minorities in the bargaining unit, unions won only 37% of the elections:

**Private Sector Bargaining Unit
Certification Election Win Rates Based
on the Proportion of Minorities In Unit**



Sources: Opposition to Union Certification Win Rates: A Private/Public Sector Comparison." Economic Policy Institute Working Paper No. 111.
BRONFENBRENNER, K. and T. J. JAVICH. 1998. "It Takes More than Steam Cuffs: Organizing to Win with a Comprehensive Union-Building

These representation election results demonstrate that minorities and women recognize that unions substantially improve their standard of living. This is verified by Bureau of Labor Statistics data indicating that, in 2005, the median weekly full-time earnings for unionized workers was \$801, compared to \$622 for nonunion workers. For all men in unions, the median weekly earnings was \$857, compared to \$692 per week for nonunion men; for union

women — \$731, compared to \$559 for nonunion women; for union Blacks — \$656, compared to \$500 for nonunion Blacks; for union Latinos — \$673, compared to \$449 for nonunion Latinos; and for union Asians — \$809, compared to \$744 for nonunion Asians.

RECOMMENDATIONS FOR A STRATEGIC DIVERSITY PLAN

To plan for and manage the diversity in the International Union's current membership and for future members in the increasingly diverse demographics of the United States and Canadian workforces, the Diversity Committee submits the following recommendations for the establishment of a "Strategic Teamsters Diversity Plan:"

1. The International Union commit, in its Constitution, to education and training as a top priority at all levels of the Union to create a Teamster environment and culture that recognizes and values the ideas, perspectives, and participation of men and women of all ages, members of different racial, cultural, and ethnic groups, physical disabilities, sexual orientations, and gender identities.

2. The International Union prepare a professional survey instrument and other data collection instruments, consistent with legal and privacy concerns in the United States and Canada, to be used by the affiliates to collect demographic data on their current and future members. The demographic profile of each affiliate is an essential element to developing an educational and training program that addresses the needs of the diverse membership.

3. The demographic profile of the affiliates of the International Union should be used for the development of a comprehensive education and training program on valuing diversity as a strength for growth and effectiveness, including the creation of a mentoring program to increase the diverse membership's participation in the activities of the Union and leadership at the

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International, State Conference, Joint Council, and Local Union levels. The International's and affiliates' officers and members should attend diversity education and training workshops conducted by the International Union.

4. The International should create a list of "best practices" used by the Local Unions to increase attendance at membership meetings and participation in Local Union activities. Such practices include the development of youth and other community oriented programs designed to enhance the Union's relationship with members from different backgrounds.

5. The International and each affiliate should designate a person who is responsible for implementing the diversity initiatives within the International, State Conference, Joint Council, or Local Union.

6. The National Diversity Committee will be a standing committee and shall consist of the Human Rights Commissioners and the Diversity Committee serving at the 27th International Union Convention. The National Diversity Committee will be responsible for establishing the goals and time lines for accomplishing the diversity initiatives, monitoring the progress on the diversity initiatives and issuing quarterly reports to the affiliates on such progress, and, if necessary, periodically modifying the diversity initiatives and educational and training programs to increase their effectiveness.

COMMITTEE CO-CHAIRPERSON SALMERON: And, Mr. Chairman, I move for approval of the Diversity Committee Report.

GENERAL PRESIDENT HOFFA: Is that a motion to adopt?

COMMITTEE CO-CHAIRPERSON SALMERON: Yes, a motion to adopt.

GENERAL PRESIDENT HOFFA: Okay. We have a motion to adopt the Diversity Report. Do we have a second?

Mike 2.

DELEGATE CHERYL JOHNSON, IBT Local 20, Toledo, OH: Mr. Chairman, I'm a proud Hoffa supporter, member of Teamsters Local 20. I second the motion to adopt the diversity program. Thank you.

GENERAL PRESIDENT HOFFA: We have a motion and a second. Any further discussion?

All those in favor of the Diversity Report, signify by saying aye.

Anybody opposed, nay.

None being heard, it is adopted.

Okay. We're getting ready to recess. I do have a message here.

Today the U.S. Senate is voting on the Oman Free Trade Agreement. This is another job-killing trade agreement modeled after the failed trade policies of NAFTA and CAFTA. Take a few minutes during our next break to call your senator. Let them know that the Teamsters are united in opposing the Oman Free Trade Agreement. Call 202-224-3121. 202-224-3121. And tell your senator "vote no" on this bill.

Let's stand recessed until two o'clock. Thank you.

(At 12:00 p.m., the Convention recessed, to reconvene at 2:00 p.m.)



FOURTH DAY
THURSDAY AFTERNOON SESSION
June 29, 2006

Convention was called to order at 2:00 p.m., General President Hoffa presiding.

THE ANNOUNCER: Ladies and gentlemen, please welcome General Secretary-Treasurer C. Thomas Keegel and Teamsters General President James P. Hoffa.

(Standing ovation)

GENERAL PRESIDENT HOFFA: Have a seat.

You know, the Teamsters' structure is an important reason of why we are so successful in the work we do. Local unions are the engine that drives our union, ensuring that each and every member has representation. Our local structure allows for the highest level of involvement by members.

Then we have our joint councils and our conferences. By working across local union lines, our joint councils and conferences are able to

harness the power at the local level into something even greater. The consolidation of our employers through growth, mergers and acquisitions, makes Teamster joint councils and conferences even more important. To take on big employers, we must strengthen these organizations.

Over the past few years, we've worked to make our joint councils and conferences the coordinating centers for Teamster power. We're putting growth first and strengthening our councils and conferences to better coordinate communications, political action and training for the locals and their members.

Here to talk about the changes that we've been making in joint councils and conferences are a number of distinguished Teamsters.

Please welcome Gary LaBerbera, President of New York Joint Council 16.

(Applause)

GARY LaBARBERA
President, New York Joint Council 16

Thank you all. Thanks very much. Thank you, General President Hoffa. Good afternoon, brothers and sister delegates. It is a pleasure for me today to have the opportunity to address you.

I want to just first say that Joint Council 16 is a council that we in Joint Council 16 are very proud of. We have come together and the key component to the success of Joint Council 16 and moving forward and putting together a complete sophisticated Legislative Affairs Department and moving forward is one word and one word only. It's unity. It's working together. And through that unity, we are moving our joint council forward. Together we are moving forward.

Another thing that we've been able to do in the state of New York, which we are very, very proud of, is to form the New York State Teamster Alliance. This alliance is with two other joint councils to the north of Joint Council 16 — Joint Council 18, who is headed by a great leader, John Bulgaro; and Joint Council 46, Ronnie Lucas.

(Applause)

Together as a statewide conference we are strengthening each other. Together we are getting legislation passed in Albany, which is the state capitol of New York State: Together we are taking on employers. Together we are going to become a powerful, powerful force in the state of New York, and we are all very proud of that.

(Applause)

Let me just say on a personal note, this convention I have had two great honors and two great pleasures; one, as the president of the Joint Council 16 on Tuesday I had the opportunity, an honor, to nominate the next Eastern Region Vice President out of New York, Dan Kane, Sr.

Danny, you're going to be a great Vice President.

(Applause)

And the other is, this morning, a tremendous honor, as all the affiliates of all the locals and delegates came in to together and marched in with our brothers from Local 901 from Puerto Rico.

(Applause)

To my brothers from Puerto Rico, while I do not speak Spanish, I do know, "Si Se Puede."

God bless you all, General President Hoffa, Secretary Keegel. God bless you, God bless our General Executive Board. God bless the Teamsters. And God bless America, the greatest country in the world. God bless you.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you, Gary. Now we will hear from John Coli, President of Joint Council 25 in Chicago.

(Applause)

DELEGATE JOHN COLI
IBT Local 727, Chicago, IL
President, Joint Council 25

Thank you very much, brothers and sisters. I stand before you a very proud Hoffa delegate from Teamsters Local 727 and Joint Council 25. But even more so than that, I am humbled by what you have done, my brothers and sisters. You have made me a proud member of the Hoffa Slate. Thank you so very much.

(Applause)

Let me tell you something. Four years ago a dramatic shift took place in Chicago. A group of 60- and 70-year-old men decided to take a 42-year-old kid and make him the president of their joint council. It really was something to see in Chicago.

Almost immediately, with the help of the International, we put together a strategic plan, a dramatic strategic plan that called for an immediate increase in per capita — not a moderate

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increase — 25 percent a year for three years. It was unanimously approved by the delegates. We were overwhelmed by the confidence they showed in us as an Executive Board and, quite frankly, we turned a staff of three into a staff of 16, no minor achievement. Our Organizing Department has eight organizers as we sit here today. That's the mighty army Jeff Farmer talks about.

(Applause)

Already this year under the direction of Bill Logan we have organized literally thousands of members in 2006 already. Here's to Bill Logan.

(Applause)

Our Legislative and Political Department has gotten off the ground as well. We've had massive DRIVE signups. 743, Rich Lopez has been elected the Trustee of Maywood with the help of the Joint Council 25 Legislative and Political Department. Rich Lopez, are you here? Rich, stand up.

(Applause)

We've also gotten some clout on the statewide stage. My brother, Mike Coli, July 1st, steps down as President of Local 727 and becomes a board member of the Illinois Department of Labor, the first time a Teamster has held a spot on the Illinois Labor Relations Board.

(Applause)

That's Teamster power, that's Teamster clout.

We've been doing things legislatively as well. For the first time in Illinois we passed a bill — the Teamsters wrote it, we sponsored it and we passed it — that gives an attorney-client privilege to all union members whenever they're speaking with their business representatives. A first in Illinois

(Applause)

Our Communications Department has gotten the web site off the ground for the first time ever for Joint Council 25. We have the best public relations ever when it comes to the media with

strikes and lockouts and all sorts of problems.

I can't fail to mention the best Executive Director any joint council has ever had. Brian Rainville, which Jim Hoffa reluctantly let me steel from the International, is absolutely my right hand, and I couldn't do anything without him. Let's give Brian Rainville a hand.

(Applause)

Can you just imagine for one minute if every joint council in this International undertook the bold vision that the delegates and the Executive Board of Joint Council 25 did? Imagine developing your own plan, tailoring it to your even needs. The mighty army, the power we all could have is absolutely staggering.

Bob Miller from the GCC recognized this power and just affiliated June 1st with Joint Council 25 as a full participating entity. So here's hats off to Bob Miller.

(Applause)

This is only a small part of what's been going on in Chicago. But there's two things that I must mention. First of all, none of this could have happened if it wasn't for Jim Hoffa and his faith and his trust and his confidence and his vision. Thank you very much, Jim.

(Applause)

Also, to the Executive Board and delegates of Joint Council 25, you took a chance on a guy like me, and I will never forget it. Thank you all very much.

(Applause)

GENERAL PRESIDENT HOFFA: Now please welcome back Jim Santangelo, President of Joint Council 42 in Covina, California.

(Applause)

JIM SANTANGELO
President, Joint Council 42
Covina, California

Thank you. Thank you very much. Mr. Chairman, I need about 45 minutes because this — you know, is it all right?

GENERAL PRESIDENT HOFFA: (Shaking head negatively).

VICE PRESIDENT SANTANGELO: I'm just teasing.

Joint Council 42. Welcome to Joint Council 42. Our jurisdiction is Las Vegas, Nevada, Southern California, Hawaii, Guam and Saipan. There's some 143,000 Teamsters in our jurisdiction. It's a joint council that is always on the move. Thanks to the Executive Board of Joint Council 42, we have been able to give so many programs to so many people and many unfortunate, like the boxing kids here this morning. We do a yearly thing at Dodger Day where some eight or nine thousand Teamsters come in. Organizing is our priority because that's what this administrative force wants to do, so we are into organizing.

We have a computerized the most sophisticated phone banking system in America, where we can make some 15 telephone calls in one hour.

We have a driving school. We just received a grant from the City of Los Angeles for three-and-a-half million dollars where we have — on July 1, we'll be opening a truck driving school called Teamsters Joint Council 42 Training Academy,

(Applause)

We will bring our members' children through these schools.

We have a scholarship fund where we raise \$89,000 right here Las Vegas every year, scholarships for our members' children.

But most importantly, I would like to say two things. One, I want to thank Mike Mathis who does one hell of a job with DRIVE. For those local unions that are not members or involved in DRIVE, please get involved in DRIVE because in Los Angeles in the state of California, when we need money for politicians, we call Mike's office and we get what we need. Two of our locals in Joint Council 42 — Local 63 and Local 396 — are the two top locals to get all of these

members signed up. Nobody raises more money than those two locals.

I want to thank District 2 of the GCIU who just affiliated and brought 10,000 members into our joint council.

It's a great honor to preside over a wonderful joint council. Thank you very, very much. I appreciate being here, Mr. President.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you, Jimmy. Great report.

Ken Wood, President of Joint Council 75 in Tampa, Florida, will now tell us what they're doing there.

(Applause)

KEN WOOD
President, Joint Council 75
Tampa, Florida

Thank you, General President Hoffa, General Secretary-Treasurer Keegel, delegates, alternate delegates, friends and families, but most importantly the retirees who made this union what it is by having intestinal fortitude and fighting to make this the greatest International Union there ever was.

(Applause)

In some small way I hope I can continue to contribute to the legacy of what our forefathers have started for us.

In 2000, I took over what was a state conference. We covered the state of Georgia and the state of Florida. We were the only two states that was not covered by a joint council. Through the direction and the encouragement of our General Secretary-Treasurer Keegel, he requested that we become a joint council.

We sat together and we talked about it, and then in the end result in '04 we became Joint Council 75. The joint council now has the opportunity and the responsibility to fulfill that vacuum that was created in the mid '90s when the conferences were eliminated. That vacuum

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payments must be allocated to first satisfy the member's dues obligation. Membership for new members shall date from the first month for which dues are paid, provided the member has signed a checkoff authorization permitting the initiation fee to be withheld from earnings. If no dues checkoff authorization is signed, membership shall date from the first month for which dues are paid, once full payment of the initiation fee is completed. All new members presenting themselves for initiation shall receive upon request a free copy of the Constitution and Local Union Bylaws from the Local Union. However, any alleged failure to receive such copy shall not excuse a member from violation of any duty or obligation imposed upon him by his oath of office, initiation, or membership.

COMMITTEE CO-CHAIRPERSON KEEGEL: The Constitution Committee recommends adoption, and I so move.

GENERAL PRESIDENT HOFFA: Is there a second?

Mike 2.

DELEGATE BOB BERNAT, IBT Local 377, Youngstown, OH: Mr. Chairman, I'm Secretary-Treasurer and principal officer of Local 377 in Youngstown, Ohio, and a proud Hoffa-Keegel-Cheryl Johnson Slate supporter.

And I second the motion.

GENERAL PRESIDENT HOFFA: Thank you, we have a second.

Is there any discussion? Looking around the room, I see none.

Okay. All those in favor of the amendment, signify by saying aye.

Anybody opposed?

The Constitution is so amended.

COMMITTEE CO-CHAIRPERSON KEEGEL: Mr. Chairman, Article XV, Constitution Committee recommends no change.

Article XVI, no change.

Article XVII, no change.

Article XVIII, no change.

Article XIX, no change.

Article XX, no change.

Article XXI, no change.

COMMITTEE CO-CHAIRPERSON KEEGEL: The next change comes in Article XXII, Section 2(b), if I could have Mark read that.

READING CLERK SOBSZAK: Article XXII, Section 2(b), starting on line 1 on page 111.

...Reading Clerk Sobszak presented the following:

ARTICLE XXII

Section 2(b). A Local Union Executive Board shall not have the authority to bind the Local Union for personal services to be rendered to the Local Union or its Executive Board, such as, but not limited to, legal, accounting, consulting, public relations, and editorial services, by contract, agreement, or otherwise, beyond the expiration of the term of the Executive Board in office at the time such action is taken. This shall not prevent a Local Union Executive Board from entering into a bona fide collective bargaining agreement with another union covering Local Union employees; provided, however, that if the Local Union employees form a union following the Local Union election, or a new collective bargaining agreement covering such employees is negotiated after the Local Union election, the newly organized unit shall not be recognized, or the new collective bargaining agreement shall not be entered into on behalf of the Local Union, until such action is approved by the officers-elect.

COMMITTEE CO-CHAIRPERSON KEEGEL: Mr. Chairman, the Constitution Committee recommends adoption, and I so move.

together we will move this International Union forward.

(Applause)

Brothers and sisters, anyone who's come here like myself and my fellow delegates who are uncommitted and who have witnessed this display, this great display of solidarity over the last four days, I urge you to join me and my fellow delegates and let's get Mr. Hoffa nominated and let's get this union moving forward together. Thank you.

(Standing ovation)

(The delegates chanted, "Hoffa.")

GENERAL PRESIDENT HOFFA: Our next order of business will be a partial report of the Constitution Committee. We will continue working our way through the Constitution as we have done throughout the convention.

Will the Reading Clerk, Mark Sobszak, please step forward.

REPORT OF THE CONSTITUTION COMMITTEE (Resumed)

COMMITTEE CO-CHAIRPERSON KEEGEL: Mr. Chairman, the next change recommended by the Constitution Committee is Article XII, Section 15(e), to clean up what we did on 14.

If you could read that, please, Mark.

READING CLERK SOBSZAK: Article XII, Section 15(e), starting on line 16 on page 73.

...Reading Clerk Sobszak presented the following:

ARTICLE XII

Section 15(e). Notwithstanding the provisions of this Constitution, out-of-work benefits may be paid to employees who have designated the International Union or a subordinate body as their collective bargaining agent in connection with organizing campaigns, even though the employees have not yet become members; subject, however, to the condition that there is oth-

erwise full compliance with all other applicable provisions of the International Constitution concerning the payment of out-of-work benefits. Any out-of-work benefits paid under this subsection shall be paid at a minimum rate of ~~seventy-five dollars (\$75.00)~~ one hundred dollars (\$100.00) per week.

COMMITTEE CO-CHAIRPERSON KEEGEL: The Constitution Committee recommends adoption.

GENERAL PRESIDENT HOFFA: Is there a second? 4.

DELEGATE ROCCO CALO, IBT Local 1150, Stratford, CT: I'm principal officer of Local 1150. I'll second that.

GENERAL PRESIDENT HOFFA: You got it. Thank you. We have a second.

Is there any discussion on this issue?

None being seen, all those in favor of the amendment, signify by saying aye.

Anybody opposed?

It is amended. Thank you.

(Applause)

COMMITTEE CO-CHAIRPERSON KEEGEL: Article XIII, Constitution Committee recommends no change.

COMMITTEE CO-CHAIRPERSON KEEGEL: Article XIV, Section 1(b), the Constitution Committee recommends the change, and will have Mark read it.

READING CLERK SOBSZAK: Article XIV, Section 1(b), starting in line 41 on page 78.

...Reading Clerk Sobszak presented the following:

ARTICLE XIV

Section 1(b). The first money received from an applicant for membership must be applied to the payment of dues for the month in which the applicant is first obligated to pay dues. If a Local Union permits an applicant to pay an initiation fee on a deferred basis, the installment

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three joint councils in New York State — we were hopelessly divided, fearful of one another, and most of the time did not work together in a cooperative manner. But under the leadership of the three Joint Council Presidents in New York State — our president from Joint Council 16, Gary LaBarbera, who just spoke; Ronnie Lucas from Joint Council 46; and from Joint Council 18, John Bulgaro — the locals in New York State have begun to work together like never before. It springs of hope for the future of New York State Teamsters, the second largest state for our union. And it's going to bring better days for our membership, and I commend the Executive Board of the International for fostering that kind of atmosphere and for the hard work that the three joint councils have done in New York State to bring a better tomorrow for our members. Thank you.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you, thank you very much.

Before we go on to our next order of business, I have got a great report for you. As you know, Allied — that's the carhauler — which is half of our business, has been in bankruptcy since July 31, 2005. They've been requesting concessions from Teamsters while paying themselves huge bonuses over the past year. Knowing the Teamsters would not give into their demands, they had a federal bankruptcy court reduce our members' pay by 10 percent.

I got a big report for you today. I'm pleased to report to you that because of our fight, because of our legal appeals, that on July 1, Allied will go back to paying the full rate on their contract. All benefits, full rate. We're going back. We got the 10 percent back.

(Applause)

That's big news for Allied, big news for the carhaul industry.

(Applause)

We fought for our carhaul members. They

can't use the courts. We hired the best workers in the land and they've backed off.

You know, that's so important for our members. Allied is half of the industry, and I'm very proud to make this announcement. I want to be able to talk to all of our local leaders about that because I know how important it is. We're going to get that out.

On behalf of our carhaul members, thank you for your support. You never gave up faith.

(Applause)

Mike 2.

DELEGATE RICK HICKS, IBT Local 174, Tukwila, WA: General President Hoffa, I would like to request a point of personal privilege.

Thank you, Mr. Chairman. When I assembled the team to run against the TDU Dan Scott Slate, I reached out to the leaders, the rank-and-file leaders of our local union from all political factions. In fact, I have delegates on my team that were Tom Leedham delegates and supporters in 2001.

We came to this convention as uncommitted. We came willing to listen to all sides before making our individual decisions. Mr. Hoffa, after the last four days of watching and listening to this circus act by the TDU/Tom Leedham I-Want-to-Bullshit-the-Members-Again Slate —

(Laughter and applause)

— I can tell you that the nine delegates from Local 174 will all be casting their votes for you tonight, sir.

(Standing ovation)

On Tuesday, Local 174's Business Agent, Mark Babcock, attempted to get nominated to replace Jim Santangelo. Yesterday, Local 174's Secretary-Treasurer was nominated and he's attempting to replace Ken Hall. That's a god-damn joke.

(Applause)

Mr. Hoffa, I pledge to you this: You go get elected in November, I'll go back to Seattle and I'll get elected as Secretary-Treasurer, and

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had to be filled to give the direction and understanding of how we were going to go in the future.

I hear this so often — and, yes, I'm from the South, and I'm damn proud of it.

(Applause)

And I hear how hard it is to organize. But organizing, if you don't do it, tells me a couple things. It's either you can't or you won't. Can't and won't gets nothing done in this world. I had a conversation with a then-vice president of my local. He was telling me how difficult it was to organize. And I said, "If our forefathers had your attitude, none of us would be here today."

(Applause)

But I'm proud to say when we became a joint council, instead of having two members' input from each local union, we had seven; and we created a web site. The web site was created for various reasons. That was to give each local union the opportunity to be on there and explain to their members as to what they wanted — where they wanted to go and what they was going to do. In addition to that, we have identified every employer and every location that has a contract with the ten local unions in Joint Council 75.

That's for a couple reasons. For those outlying areas that didn't know they was covered by a collective bargaining agreement or wanted to know how to join, they could do that. For those companies that wanted to become organized through the membership, they knew how to get in touch with us. I can tell you, since 2000, we have grown our joint council by more than 7,000 members. That isn't because we were sitting idle.

(Applause)

And I'm proud to say that the two largest locals in the South are in Joint Council 75. That wasn't through an accident, that was through a lot of effort.

I'll end by saying this one last thing. When I

sat out there this morning at 8:00 o'clock and I saw all them tractor-trailers coming down the boulevard, the same thing happened to me as it did in 1999 when I was sworn in as an International officer, and I had tears coming down my eyes because I'm awful proud of the Teamsters.

Donna-Lynne, Local 385, you helped me to continue to organize, and we're going to have a tractor-trailer in five years coming down that boulevard. Thank you, and God bless you.

(Applause)

GENERAL PRESIDENT HOFFA: Mike 2.

DELEGATE BRIAN RAINVILLE, IBT Joint Council 25, Chicago, IL: Good afternoon, I'm a proud Hoffa-Coli-Flynn delegate from the great city of Chicago and Joint Council 25.

I rise to say thank you to Jim Hoffa, to Tom Keegel and their entire staff for what they have done for Joint Council 25, and I'm sure every other joint council that we've heard from today.

We were able to do the things that we have done because Jim Hoffa and the staff, including Bret Caldwell, Mike Mathis and many others, sat down with us and helped us formulate a strategic plan where we looked at every single option available to us and decided this is where we're going, this is what we want to do and this is how to grow the city of Chicago.

We're more unified in Chicago than we have been in a long time, and I'm happy to say it's because of the great work of the International and this administration. Thank you.

(Applause)

GENERAL PRESIDENT HOFFA: Mike 2.

DELEGATE DAN KANE, JR., IBT Local 202, Bronx, NY: Mr. Chairman, I'm a proud elected delegate from Local 202 in the Bronx, New York.

(Applause)

I, too, rise to commend the atmosphere of cooperation that comes from the administration. For many years in New York State — we have

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GENERAL PRESIDENT HOFFA: Is there a second?

Mike 4.

DELEGATE JIM TOBIN, IBT Local 150, Sacramento, CA: Mr. Chairman, I'm Secretary-Treasurer of Local 150, the new-and-improved and soon to be largest local union in the United States, if we have our way about it, and the new-and-improved Joint Council 38 of where I'm the Vice President, along with John Suza, who is the President of the joint council, we would like to second that motion.

GENERAL PRESIDENT HOFFA: Okay. We have a motion and a second. I look around the room, is there any discussion?

I see none. All those in favor of the constitutional amendment as read, signify by saying aye.

Anybody opposed?

None being heard, it is so amended.

(Applause)

COMMITTEE CO-CHAIRPERSON KEEGEL: Mr. Chairman, the next change, Article XXII, Section 3(b). Mark.

READING CLERK SOBSZAK: Article XXII, Section 3(b), adding lines 31 through 36.

...Reading Clerk Sobszak presented the following:

ARTICLE XXII

Section 3(b). When an election is held in connection with the release of a Local Union from Trusteeship, the terms of the officers elected shall commence as of the effective date the Local Union is formally released from Trusteeship by the General President and shall terminate on December 31 of the second full year thereafter, unless the Local Union may legally have a term of office of four or five years and the Local's Bylaws so provide. In such cases, the term of office shall terminate on December 31 of the third or fourth full year following release from Trusteeship, whichever is applicable.

COMMITTEE CO-CHAIRPERSON KEEGEL: Mr. Chairman, the Constitution Committee recommends adoption. I so adopt.

GENERAL PRESIDENT HOFFA: Okay. It's moved to adopt the Constitution — is there a second?

Mike 2.

DELEGATE BILL LICHTENWALD, IBT Local 20, Toledo, OH: Mr. Chairman, I'm a proud Hoffa-Keegel-Johnson delegate from Toledo, Ohio. I second the recommendation of the Constitution Committee.

GENERAL PRESIDENT HOFFA: Okay, thank you.

Is there any discussion? Looking around the room, I see none.

All those in favor of amending the Constitution as so read, signify by saying aye.

Anybody opposed?

None being heard, it is so amended.

COMMITTEE CO-CHAIRPERSON KEEGEL: Mr. Chairman, the Constitution Committee recommends no change in Article XXIII, Article XXIV, Article XXV.

COMMITTEE CO-CHAIRPERSON KEEGEL: The next change comes in Article XXVII — I'm sorry, XXVI, Section 5(c).

READING CLERK SOBSZAK: Article XXVI, Section 5(c), on pages 122 and 123.

...Reading Clerk Sobszak presented the following:

ARTICLE XXVI

Section 5(c). In the event a vacancy occurs in the office of International Vice President/President of Teamsters Canada less than one (1) year prior to the first day of the month in which the next regular International Convention is scheduled to convene, the Executive Board of Teamsters Canada shall recommend, and the General President shall appoint, a replacement from among the elected ~~regional International Vice Presidents~~ officers of

the Executive Board of Teamsters Canada. The resulting vacancy in the office of regional International Vice President shall be filled in accordance with subsection (b) of this Article. shall be filled in accordance with the Teamsters Canada Bylaws, in the event such vacancy is in a regionally elected position on the Executive Board of Teamsters Canada, and in accordance with subsection (b) of this Article in the event such vacancy is in the office of a Regional International Vice President from Teamsters Canada.

COMMITTEE CO-CHAIRPERSON
KEEGEL: Mr. Chairman, the Constitution recommends adoption, and I so move.

GENERAL PRESIDENT HOFFA: We have a motion. Mike 2.

DELEGATE ALAIN De GRANDPRÉ, IBT Local 931, Montreal, QC, CAN: Mr. Chairman, it's my pleasure to second that amendment.

GENERAL PRESIDENT HOFFA: Thank you very much.

Looking around, we have a motion, we have a second. I don't see any mikes lit up.

All of those in favor of the amendment, signify by saying aye.

Anybody opposed?

The Constitution is so amended.

COMMITTEE CO-CHAIRPERSON
KEEGEL: Mr. Chairman, no change in Article XXVII.

That concludes the changes requested by the Constitution Committee for this 27th Convention.

(Standing ovation)

GENERAL PRESIDENT HOFFA: Thank you very much. Thank you, Tom.

Will the co-chairs of the Appeals & Grievances Committee, Sue Mauren from Teamsters Local 320 in Minneapolis, and Stu Mundy from Teamsters Local 251 in Rhode Island, come forward to present their report.

REPORT OF THE APPEALS & GRIEVANCES COMMITTEE

COMMITTEE CO-CHAIRPERSON
MUNDY: Thank you, Mr. Chairman. General President Hoffa, Secretary-Treasurer Keegel, brother and sister alternates and delegates: The Grievances & Appeals Committee met, and after five days of deliberations, the committee made the following unanimous recommendations.

...The appeal of John Thyer is submitted as follows:

REPORT OF THE APPEALS AND GRIEVANCES COMMITTEE ON THE APPEAL OF JOHN THYER

This case comes before the Convention as an appeal by John Thyer, Secretary-Treasurer of Local 604, who appeals from a February 2006, decision of the General Executive Board concerning charges he filed against General President James P. Hoffa. The General Executive Board dismissed Brother Thyer's charges without a hearing on the basis that they were not specific enough to put the charged party on adequate notice of the charges against him.

Brother Thyer's appeal to the Convention is limited to the narrow issue of whether his charges satisfied the specificity requirements set forth by the International Constitution and federal law. The International Union informed him of that limitation on the scope of the matters to be considered by this Committee when Brother Thyer appealed the General Executive Board's decision. Thyer appeared in person before this Committee on June 21, 2006. At that time, the Committee again informed Thyer of the limited scope of his appeal.

Thyer's charges against General President Hoffa alleged that Brother Hoffa violated Article XII, Sections 1(b), 2(b), and 2(c) of the International Constitution "by facilitating the

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entering into of a rider, supplement, or agreement between Teamsters Local 120 and E. and L. Transport, Co. LLC, which contains provisions inferior to comparable provisions of the applicable master agreement.” The charges further alleged that General President Hoffa facilitated the entering into of the agreement “without previous submission of such rider, supplement, or agreement to the affected members for a vote,” and that General President Hoffa facilitated the entering into of the same agreement “which affects, or relates to operations of, an employer within the jurisdiction of Teamsters Local 604 without providing Teamsters Local 604 prior notice of intent to execute such agreement.” Brother Thyer’s charges do not give any explanation of any actions taken by General President Hoffa to “facilitate” any of the referenced transactions. Nor do the charges explain the basis for the assertion that the General President was responsible for negotiations conducted by an autonomous affiliated local union.

The Committee also notes that the Constitutional provisions to which Brother Thyer makes reference contain explicit procedures for addressing complaints as to an agreement’s affect on a master agreement and/or on sister Local Unions. Brother Thyer did not avail himself of any of those provisions, choosing instead to file these vague charges against the General President.

In the administration of Article XIX, the Union is obligated to comply not only with the Constitution’s provision, but also with federal law, specifically the Labor-Management Reporting and Disclosure Act (“LMRDA”) and federal court interpretations of that statute. The LMRDA provides that discipline cannot be imposed upon a member of the union unless the member is served with written charges that are sufficiently specific for the accused to understand exactly what events led to the filing of the charges and what actions of the charged party are alleged to have been violated.

If the Union held a hearing and imposed discipline based on charges as vague as Brother Thyer’s, the Union itself could be vulnerable to legal attack by the charged party. Neither the law nor our Constitution provides exceptions to this rule when the charged party is the principal executive officer of the organization. This Committee will not create such an exception. General President Hoffa is entitled to the same due process rights as any other member of this organization.

It is the unanimous recommendation of this Committee that John Thyer’s appeal be denied.

SYNOPSIS

COMMITTEE CO-CHAIRPERSON MUNDY: On our first appeal, John Thyer. Brother Thyer, Secretary-Treasurer of Teamsters Local 604, appealed from a decision of the General Executive Board. Brother Thyer filed charges against General President Hoffa alleging that the General President facilitated a local union entering into an allegedly substandard contract with a carhaul company. The General Executive Board dismissed the charges on the basis that they were not specific enough to meet the requirements of our Constitution and federal law.

Brother Thyer’s appeal to the convention is limited to the narrow procedural issue of whether his charges were specific enough to comply with the IBT Constitution and federal law.

The committee unanimously recommends that Brother Thyer’s appeal be denied. Mr. Chairman, we ask that the committee’s report be adopted.

GENERAL SECRETARY-TREASURER KEEGEL: All right. Thank you for that. A motion would be in order to approve the recommendation.

Mike 2.

DELEGATE PATRICK D. KELLY, IBT

Local 952, Orange, CA: I'm a proud Hoffa-Keegel delegate from Local 952. I proudly second that motion.

GENERAL SECRETARY-TREASURER KEEGEL: Okay, thank you. Seeing nobody for discussion, a motion would be in order to approve and adopt the recommendation the Appeals & Grievances Committee.

All those in favor of accepting the report, say aye.

Those opposed?

Thank you.

...The appeal of Joe Baker is submitted as follows:

**REPORT OF THE APPEALS AND
GRIEVANCES COMMITTEE ON THE
APPEAL OF JOE BAKER**

This case comes before the Convention as an appeal by Joe Baker, a member of Local 399, who appeals from a February 2006, decision of the General Executive Board on charges filed against him by Brother Derek Hixon.

The General Executive Board upheld Joint Council 42's finding that Brother Baker interfered with the contractual obligations of the Local Union. The Joint Council fined Brother Baker \$3,000. The General Executive Board reduced the fine to \$2,000, because it granted Baker's appeal on a different charge for which the Joint Council had also found him guilty. (The General Executive Board's ruling on the other charge was not appealed to the Convention.) Brother Baker filed a timely appeal to the Convention and participated in a hearing before this Committee on June 20, 2006.

It is undisputed that Brother Baker is a partner in a company that owns equipment that is leased out to production companies engaged in the film industry. On September 9, 2004, Brother Baker leased a production trailer to Believe Media, a commercial production com-

pany. Brother Baker needed a driver/operator for the equipment, who would be paid for the work by Believe Media. In accordance with the applicable collective bargaining agreement, Brother Baker contacted the Local Union's dispatcher and explained that the job required a member with very specialized skills because the trailer contained very high-tech equipment. The dispatcher was unable to find a member on any of the referral rosters with the skills which Brother Baker stated were necessary to operate the equipment. Accordingly, because the Local could not furnish a driver from the referral list, Brother Baker told the dispatcher that he would have his business partner, Tim Fagan, operate the equipment. Mr. Fagan is not, and was not at any time relevant to this case, a member of the Local Union. The dispatcher told Baker that Local Union Business Agent Tom Marchetti would probably be upset if a non-member was permitted to operate the equipment because the collective bargaining agreement mandates that a member of the Union operate all equipment. In response, Joe Baker told the dispatcher that he would send his brother, James Baker, to the production site to work on the equipment. James Baker was a member of the Local Union at that time.

Nonetheless, Joe Baker instructed Mr. Fagan to drive the equipment to the site and to operate it at the site. Joe Baker claims that Mr. Fagan was training James Baker on the operation of the equipment. The collective bargaining agreement allows a non-union person to work on equipment for the purpose of training a union member to use the equipment. In Joe Baker's view, this allowed him to use Mr. Fagan and still comply with the collective bargaining agreement because a union member would be paid for the day of work.

Subsequent investigation by Business Agent Marchetti found that James Baker was not with the production trailer for at least a portion of the

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work day and that it was in reality being manned by the non-member Fagan. Fagan was not authorized by the collective bargaining agreement to operate the equipment. There was an exception to this rule if Fagan would have been training a member to use the equipment, but as noted above, the evidence indicates that James Baker was not even present for at least part of the work day.

Joe Baker's actions placed the interests of his own company ahead of the interests of the Union and his fellow Teamsters. He instructed a non-Teamster to do bargaining unit work. Sending his brother, James Baker, to the job site to be paid for doing the work does not absolve Joe Baker of guilt. To the contrary, such action deprived another Teamster of the day's wages that were paid to James Baker. If the only job requirement had been the ability to come to the job site that day and receive instruction on the high-tech equipment, which is at the most what James Baker may have done that day, the dispatch office would have referred out a Teamster who was next available on the regular rotation from the hiring hall. Joe Baker's actions not only deprived another Teamster of a day of wages, but also of the opportunity to learn skills on new equipment.

It is the unanimous recommendation of the Committee that the appeal of Joe Baker be denied.

SYNOPSIS

COMMITTEE CO-CHAIRPERSON MUNDY: Thank you, Mr. Chairman. Following appeal is from Brother Joe Baker. Brother Baker, a member of Local 399, appeals from a decision of the General Executive Board.

Brother Baker was the subject of charges brought by another member alleging that Baker interfered with his local union's contractual obligations by causing a non-union worker to perform bargaining unit work.

The committee affirmed the factual findings of all the lower bodies that heard these charges,

finding that Brother Baker did indeed assist the non-union worker in performing bargaining unit work. Brother Baker placed his own personal financial interests above those of his Teamster brothers and sisters. Brother Baker was fined \$2,000 for this infraction.

The committee unanimously adopts the recommendation that Brother Baker's appeal be denied, and we move it for adoption.

GENERAL PRESIDENT HOFFA: There's a motion to deny. Is there a second?

Mike 4.

UNIDENTIFIED DELEGATE: General President Hoffa, it was a pleasure and honor to serve on the Appeals Committee. I commend my fellow committee people, our co-chairs, Stu Mundy and Susan Mauren, for a job well done.

And I make the motion to accept it.

GENERAL PRESIDENT HOFFA: Second? Make it a second?

UNIDENTIFIED DELEGATE: Second.

GENERAL PRESIDENT HOFFA: We have a motion and a second to deny the report. Mike 2.

DELEGATE TONY COUSIMANO, IBT Local 399, North Hollywood, CA: General President Hoffa, I'm President of Teamsters Local 399. I'd like to second that motion.

GENERAL PRESIDENT HOFFA: Very good, we have another second. We have two seconds now, very good. Is there any other discussion? Okay, very good.

All those in favor of the committee's report to deny this appeal, signify by saying aye.

Is anybody for it?

It is denied.

...Committee Co-Chairperson Mundy presented the following:

REPORT OF THE APPEALS AND GRIEVANCES COMMITTEE ON THE APPEAL OF DANIEL HAYDEN

This case comes before the Convention as an

appeal by Daniel Hayden, a member of Local 600, who appeals from a February 2006, General Executive Board decision. Brother Gary Lucas, a Local 600 shop steward at ABF Freight, filed charges against Brother Hayden for acting contrary to the position of Local 600 and the Teamsters National Freight Industry Negotiating Committee (TNFINC) regarding members' use of the 34-hour restart provision in the U.S. Department of Transportation's hours of service regulations. The Local Union held a hearing on the charges and found them to be proven. It imposed a fine of \$327.13 on Brother Hayden, an amount equal to the wages Brother Hayden earned by using the 34-hour restart provision.

Brother Hayden participated by telephone in a hearing before this Committee on June 20, 2006.

The federal hours of service regulations, as amended in 2004, set a maximum amount of hours commercial drivers are allowed to drive in a one week period. The 34-hour restart provision allows drivers to restart their work week (and thus reset their hours driven back to zero) by taking a 34-hour period of rest.

Shortly after the provision was enacted, TNFINC took the position that, as a voluntary provision of the regulations, the freight companies would have to negotiate with TNFINC over the use of the provision. While TNFINC was still negotiating the matter, all Local Unions informed their members that they were not to use the provision. TNFINC has cited two reasons for not allowing members to use the provision: (1) safety of the driver and the driving public is endangered if drivers use the provisions because of increased driver fatigue, and (2) use of the provision would have the effect of decreasing the number of union jobs because fewer drivers would be driving more runs.

Brother Lucas filed the charges when he became aware that Brother Hayden had used the provision. At the hearing before this Committee,

Hayden refused to answer the question of whether or not he used the 34-hour restart provision as Brother Lucas alleged. This Committee interprets his refusal to answer the question as an admission that he did use the provision. The inference is bolstered by the independent evidence in the record that he used the provision.

Brother Hayden has also suggested that he did not have proper notice that the TNFINC was instructing the drivers to refrain from using the provision. Brother Lucas testified at earlier levels of the proceeding that he had posted such instruction on the ABF drivers' bulletin board. Brother Lucas also testified that he personally told Brother Hayden of the prohibition. The previous hearing panels had the opportunity to evaluate Brother Lucas' testimony and Brother Hayden's cross-examination of Lucas, and determined that Lucas was credible. This Committee has not been presented with any reason to overturn that credibility finding. Accordingly, we conclude that Brother Hayden had ample notice of the prohibition on using the 34-hour restart provision.

Brother Hayden's actions were contrary to the goals of the Union and he knew that when he took such actions.

It is the unanimous recommendation of this Committee that Daniel Hayden's appeal be denied.

SYNOPSIS

COMMITTEE CO-CHAIRPERSON
MUNDY: Thank you, Mr. Chairman. The next appeal is from Daniel Hayden. Brother Hayden, a member of Local 600, appeals from a decision of the General Executive Board. Brother Hayden was the subject of internal union charges brought by a Local 600 shop steward, alleging that Brother Hayden violated a directive of the Teamsters National Freight Industry Negotiating Committee in Local 600 by taking

advantage of the U.S. Department of Transportation 34-hour restart provision.

The Freight Committee had decided the companies attempt to ally drivers to use this provision was contrary to the freight contract and posed a threat to the safety of the driving public, as well as the result of loss of work for other Teamster members.

Despite being on notice of this policy, Brother Hayden acted contrary to the Freight Committee's directives. Brother Hayden was fined the amount of money he earned in wages by the 34-hour restart provision.

The committee unanimously recommends that Brother Hayden's appeal be denied. We move for adoption.

GENERAL PRESIDENT HOFFA: Motion to deny. Mike 2.

DELEGATE TYSON JOHNSON, IBT Local 745, Dallas, TX: Mr. Chairman, I make a motion to approve the recommendation of the Grievance and Appeals Committee?

GENERAL PRESIDENT HOFFA: Is that a second?

Mike 4.

DELEGATE TOM STIEDE, IBT Local 703, Chicago, IL: I'm a proud member of the Hoffa-Keegel slate; proud member of the Executive Board, Joint Council 25, member for 29. I move that we second the motion.

GENERAL PRESIDENT HOFFA: All right. We have a motion to second to deny the appeal. All those in favor of the motion to deny the appeal, signify by saying aye.

Anybody for it?

None being heard, it is so denied.

...Committee. Co-Chairperson Mundy presented the following:

**REPORT OF THE APPEALS AND
GRIEVANCES COMMITTEE ON THE
APPEAL OF SAMUEL MAZZEI**

This case comes before the Convention as an

appeal by Samuel Mazzei, a member of Local 30, who appeals from a February 2006, decision of the General Executive Board on charges filed against him by Local 30 Business Agent Mike Spegar.

Brother Spegar charged Brother Mazzei with violating the International Constitution by crossing and working behind a primary picket line set up by Local 250. At the time, Brother Mazzei was a Local 30 shop steward. The Local Union Executive Board held a trial on the charges and found that Brother Spegar had proven his charges. As a penalty, the Local Union removed Brother Mazzei from his shop steward position. Brother Mazzei appealed to Joint Council 40. The Joint Council upheld the decision. As noted above, the General Executive Board denied Brother Mazzei's appeal from the Joint Council decision. Brother Mazzei filed a timely appeal to the Convention. He participated in a hearing before this Committee on June 20, 2006, as did Brother Spegar.

It is undisputed that during relevant portions of November 2004, Local 250 was on strike against the Pennsylvania Turnpike Commission. As part of its strike, Local 250 set up picket lines at entrances to the Turnpike. Local 30 represents UPS employees that regularly use the Turnpike to transport UPS packages. Brother Mazzei's regular route at UPS has him travel on the Turnpike.

After Local 250 set up pickets at the entrances to the Turnpike, Brother Mazzei asked Local 30 to send Business Agents to his UPS center to explain to the members their rights with regard to the Local 250 picket line. Local 30 President Ernie Gigliotti and Business Agent Tony Answine both went to the UPS center that evening and, along with Brother Mazzei, met with members to discuss their rights. Brothers Gigliotti and Answine, along with Brother Mazzei, instructed the members that the employees had the right to honor the picket line

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and should request UPS management to give them an alternate route that would not require them to drive on the Turnpike.

Later that evening, Brother Mazzei telephoned Brother Answine and told him that he (Mazzei) did not agree with the way the Local Union was handling the matter and that he would be crossing the picket line. Moreover, Brother Mazzei indicated that if any members asked for his advice he would advise that they cross the picket line as well. Brother Mazzei reported for work at UPS. He drove on the Turnpike to complete his route that evening.

At various stages of the proceeding of the charges, Brother Mazzei has claimed that he did not see any picket lines. While that may be factual, it is also not relevant to the issue of whether Brother Mazzei failed to support the strike. Specifically, he was aware that he should not be driving on the Turnpike in order to support the strike. As a steward, he not only had an individual obligation to comply with the Local's instructions but also a duty to ensure that the other members of his bargaining unit were aware of the Local's position and that they supported the Local's strategy.

Brother Mazzei has also claimed that he simply did not agree with the Local Union's handling of the situation. Again, if he wanted to remain a steward, his personal views were not relevant to his duty to assist the Local in carrying out the Local's decision. Mazzei has complained that he was singled out and that other stewards crossed the picket line. The evidence indicates, however, that two other stewards who crossed the picket line voluntarily chose to resign as stewards.

We find that Brother Mazzei crossed a primary and legal Teamster picket line, despite being assured by the Local Union that the collective bargaining agreement protected his right to honor the line. The record reflects that numerous other Local 30 members employed by

UPS supported their brothers and sisters from Local 250 and honored the picket line.

Brother Mazzei clearly violated a most basic duty of a union member - the duty to support his brothers and sisters in their quest for a fair contract. As noted, if a steward cannot carry out the policies decided upon by the Local Union, the steward should resign. In this case, Brother Mazzei's failures fully justified his removal as Local Union shop steward.

It is the unanimous recommendation of this Committee that Sam Mazzei's appeal be denied.

SYNOPSIS

COMMITTEE CHAIRPERSON MUNDY:
Thank you, Mr. Chairman. Samuel Mazzei. Brother Mazzei, a member of Local 30, appeals the decision of the General Executive Board. Brother Mazzei was the subject of charges filed by Local 30 Business Agent Mike Spegar alleging that Brother Mazzei crossed the picket line set up by his sister local union. At the time of the incident, Mazzei was a Local 30 shop steward at UPS.

Mazzei admits crossing the picket line set up by the Teamsters on strike at the Pennsylvania Turnpike, despite knowing that Local 30's policy on the matter was that all UPS Teamsters had the right to refuse to drive on the turnpike.

Brother Mazzei utterly failed in his duties as shop steward when he failed to support his Teamster brothers and sisters. The local union trial board removed Brother Mazzei as shop steward.

The committee unanimously recommends that Brother Mazzei's appeal be denied, and we move for adoption of that recommendation.

GENERAL PRESIDENT HOFFA: There's a motion to deny the appeal.

Mike 4.

DELEGATE TOM STIEDE, IBT Local 703, Chicago, IL: Mr. Chairman, I move that we accept the recommendation of the committee.

GENERAL PRESIDENT HOFFA: All right, thank you.

Mike 4, again.

DELEGATE TERRY SELL, IBT Local 299, Detroit, MI: Mr. Chairman, I'm the secretary-treasurer of Local 299, home of James R. Hoffa, 30-year freight member. I second that denial.

GENERAL PRESIDENT HOFFA: Okay. We have a motion to deny the appeal. We have the motion and seconded. All those in favor of denying the appeal, signify by saying aye.

Anybody for it?

None being heard, the appeal is so denied.

COMMITTEE CO-CHAIRPERSON MUNDY: Thank you Mr. Chairman.

...Committee Co-Chairperson Mundy presented the following:

REPORT OF THE APPEALS AND GRIEVANCES COMMITTEE ON THE APPEAL OF LON FIELDS

This case comes before the Convention as an appeal by Local 89 member Lon Fields, who appeals from a January 2002, decision of the General Executive Board. Brother Fields had been the principal executive officer of Local 89. Gary Hug, a member of Local 89, filed charges against Brother Fields alleging that Fields falsified the date used to calculate his severance benefits in order to increase the amount of severance pay to which he was entitled upon leaving office in 1998.

Joint Council 94 found that Brother Hug had proven his charges and ordered Brother Fields to repay \$25,000 to the Kentucky-West Virginia Conference Severance Fund and \$9,250 to Local 89's severance fund. The Joint Council ordered that both amounts be repaid with interest. The General Executive Board affirmed the Joint Council's decision.

Both severance plans use the date of full time employment with an affiliated Local Union to calculate benefits. Each plan provides benefits to individuals after four years of employment

with the affiliate. The Kentucky-West Virginia Plan is explicit that participation begins after four consecutive years of employment. When the administrators of each plan calculated Brother Fields' benefits, they referred to forms on which Fields' seniority date was changed from August 1976 to February 1974. Brother Fields now denies that he changed the dates or that he instructed anyone to do so. The documentary evidence is very clear, however, that the 1976 was crossed out by hand on a typed form and replaced with a handwritten 1974 date. The weight of credible evidence leads us to conclude that Brother Fields at least knew of the correction on the forms. This conclusion is supported by the fact that Brother Fields has insisted that the correct date for the benefit calculation was, in fact, 1974.

Brother Fields claims that the 1974 seniority date was appropriate, but the Committee is not convinced by his explanations. Brother Fields worked for the Local Union for a twelve week period beginning in February 1974. That employment was followed by a gap in service until August 16, 1976. Brother Fields believes he was entitled to benefits for a two year period in which he was not employed. He cites as support for his argument provisions in freight contracts that require the companies to keep a person on a seniority list once he or she reaches thirty days of employment even if then followed by several years of non-employment. The argument has no merit; maintaining seniority at a freight company does not compare to being paid Local Union benefits for a period of non-covered employment.

Although the Local 89 Plan is not explicit that participation begins after four consecutive years of covered employment, it is not logical to grant Brother Fields benefits from the Local 89 Plan for a period he was not employed by the Local Union. The reasoning is the same for both Plans.

Brother Fields has also pointed out that at least one other Local 89 Plan participant received benefits based on a seniority date that was followed by several years of non-covered employment. That Local 89 Business Agent was granted benefits when Brother Fields himself was in charge of the Plan. Thus, the General Executive Board noted, Brother Fields should not be allowed to benefit from his own erroneous interpretation of the Plans.

It is the unanimous recommendation of this Committee that Lon Fields' appeal be denied.

COMMITTEE CO-CHAIRPERSON MUNDY: Lon Fields, Brother Fields, a member and former president of Local 89, appeals from a decision of the General Executive Board. Brother Fields was the subject of charges brought by another member alleging that he falsified his local union seniority date to receive severance benefits in an amount to which he was not entitled. Brother Fields was aware that someone else altered paperwork to indicate that his seniority date for purposes of calculating his severance benefits was more than two years earlier than the correct date.

Brother Fields' argument that the earlier date is actually the correct one for severance calculation purposes are illogical and without merit. Brother Fields was fined the amount of money equal to the increased severance benefits he received as a result of the use of the false seniority date.

The committee unanimously recommends that Brother Fields' appeal be denied, and we move for adoption.

GENERAL PRESIDENT HOFFA: Okay. There's been a motion by the committee to deny the appeal. Mike 2.

DELEGATE ROGER INSPRUCKER, IBT Local 114, Cincinnati, OH: Mr. Chairman, I'm a proud Hoffa-Keegel delegate, Hoffa Slate delegate, Cheryl Johnson delegate. I move to accept the recommendation of the committee.

GENERAL PRESIDENT HOFFA: And to deny the appeal, right?

DELEGATE INSPRUCKER: And deny the appeal. Yes, sir.

GENERAL PRESIDENT HOFFA: All right. Is there a second to that?

Mike 4.

DELEGATE SAM ROSAS, IBT Local 439, Stockton, CA: I'm Secretary-Treasurer, Local 439. I move to second the recommendation.

GENERAL PRESIDENT HOFFA: Okay. There has been a second with regard to denial of this appeal. We have a motion and second to deny the Lon Fields' appeal.

All those in favor of the denial, signify by saying aye.

Anybody for it?

The appeal is so denied.

COMMITTEE CO-CHAIRPERSON MUNDY: Thank you, Mr. Chairman.

GENERAL PRESIDENT HOFFA: Mike 2.

DELEGATE ROBERT "BIG DOG" TERRELL, IBT Local 63, Covina, CA: Brother President, I'd like to have a point of personal privilege.

GENERAL PRESIDENT HOFFA: Is this on the appeals?

DELEGATE TERRELL: No.

GENERAL PRESIDENT HOFFA: Hold on one second.

Okay, is that it?

All right. I want to thank the committee for their fine work, the entire committee of the appeals and grievances, all the people that served on it, and especially our two co-chairman, Stu Monday and Sue Mauren. They did a great job, and we handled that very expeditiously and very professionally. I want to thank them for all the work.

(Applause)

Okay. Back to mike 2. Brother, you wanted a point of personal privilege?

DELEGATE TERRELL: Yes, sir. I'm better

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known as "Big Dog." I'm a Local 63 elected delegate, Joint Council 42.

(Applause)

I would like to speak on some of the things that's been happening here as far as all these delegates, all of us delegates were elected by our membership, even though we might not — some people might not have the popular view of what we should be doing here. I don't look at them as enemies because we all have to go back to fight the employers. You know, the people on the other slate have been asked — told to go to remove themselves from the election. I'm asking them to do the right thing. That's what I'm asking. Because I know, truly, that they do have something to contribute to this union or they wouldn't have been elected by their members.

If you look at the numbers, I want them to be honest enough to take those sheets back to see that every local over the United States — with this being a democratic Teamster organization, that the majority rules. If you're saying you get a minimum of 5 percent, and you got enormous numbers in favor of this administration, this great administration, be honest with your members and let them know that the people across the country want you to lead us to where we have to go.

(Applause)

I'm appalled when I walk down the hall to see them having to be guarded, you know, because it shouldn't be that way. We're all brothers and sisters. We got the same enemy: The employer. That's the way I feel about it. You know, I don't have any hate for them, I don't have any animosity.

(Standing ovation)

I don't have any hate or animosity. I mean, the rude comments that were made to them, not letting them speak, there were things that they said that we were all in favor of, but they were shot down because we looked at who was saying it, not what they had to say. That's not right.

I feel that, I look at them not as enemies, I look at them as potential heroes, that they could come forth, come all up here together and say, "Look, you are going to run us into the future. We're going to follow you, we're going to work with you, and we're going to embrace the ideas and the vision that you have as our President."

I just wish that could happen. I mean, it would touch my heart to see them walk up and say, "Look, this is what the membership wants." You look at the sea of red out here. Come on, what does it take? You know, what does it take for you to understand this is what our membership wants?

When we came here as elected delegates, our delegates knew who we were supporting when we got here, knew who we were going to support when we got here. So what is that telling you? The majority, the majority of the locals all over the United States, want you leading us.

I just wish that they would do the right thing. If they really love this organization, if they really want to be honest to their members, take those sheets back and say, "Look, this is what this Teamster organization wants and this is where we're going to go by. We're going to support everything you do."

Stop tearing the administration down on the TDU web site, which ruins our volunteer organizers and organizers when the company doesn't have to spend money, just take them to that site to see how bad, you know, that our Teamster leadership is.

(Applause)

If you're going to put that on there, I wish you would put a disclaimer that this is our views and not the views of all the Teamsters of America and Puerto Rico, Canada, and all over the world. It is something that I'd just like that to happen.

I talked to some of the other brothers here, and they have the same thing. Do the right thing, don't make us spend money when you know you don't have a chance to win. You know, be

right. Thank you.

(Standing ovation)

GENERAL PRESIDENT HOFFA: Thank you, Brother. Moving on.

Okay. All right. Thank you.

ORGANIZING THE GLOBAL SUPPLY CHAIN

GENERAL PRESIDENT HOFFA: Organizing is the lifeblood of our Teamsters Union. We either organize or we die. We must push ourselves to organize more because it revitalizes, it keeps us in touch, and who we are. We are all who we are, and we bring new members in and new opportunities to our union. And most importantly, it makes life better for the people we organize.

In this difficult climate it is no longer enough to simply organize a few members at a time. As the transportation industry consolidates worldwide, we have to have a strategic global approach to organizing. Our aim is better to protect our existing members from non-union competition, gain new members, and strengthen our union.

General Secretary-Treasurer Tom Keegel will join me at the podium to lay out our challenge ahead to organize the supply chain.

GENERAL SECRETARY-TREASURER KEEGEL: Thank you. If I may, Mr. Chairman, as we concluded the Constitution Committee, there was a couple of words that were omitted in the original printing; I'd like to go back and inform the delegates of what that was, and I'm going to do that right now.

I want to advise the delegates that it was brought to the attention of the Constitution Committee that a mistake was made in the printing of the Constitution Committee Report, and that several words were inadvertently omitted from the amendment to Article II, Section 1(c). This note was skipped at the end of the report given just a few minutes ago.

With the agreement of the Convention, we will add the words in Article II, Section 1(c), "trainmen, rail traffic controllers," and that will come in after the word "engineers" in line 4 on page 5 of the Constitution Committee Report.

If there are no objections, I'll let the record show that it was corrected.

No objections?

Thank you. It's corrected.

That's for the BLET.

(Applause)

Workers at Menlo Worldwide Forwarding, now called UPS Cartage Services, are an important part of our organizing strategy. When UPS bought Menlo in 2004, the workers there joined together to protect their union contracts. There were 27 separate contracts covering some 1000 Menlo workers. By uniting in a joint campaign, they won a single contract that expires at the same time as the UPS contract. In addition, they secured the same wages and benefits as their UPS brothers and sisters.

Here to tell us more about this is International Vice President Ken Wood.

(Applause)

MENLO

VICE PRESIDENT WOOD: Thank you, General Secretary-Treasurer Keegel. I'm here to report on the Menlo acquisition by UPS. In December of '04, UPS purchased a freight forwarding company called Menlo Worldwide from CNF for \$150 million in cash. Soon after the acquisition, UPS renamed it UPS Cartage Service or CSI. At the time of the purchase, there was approximately 24 contracts representing approximately 1,000 members.

Recognizing the autonomy of the local unions that was representing these different members throughout the country, Brother Hall and I myself set out on a mission and met with these local unions to determine which way we should go with this contract negotiations with

UPS. Some of the contracts represented as low as 10 to 12 members and some as high as a hundred plus. It was the unanimous decision through the autonomy of these local unions that we felt if we were going to be successful in taking on the largest employer that we had, we had to do it together in a joint venture.

I would like to commend the negotiating committee at the hands of Brother Hall and some of their accomplishments. They were successful in maintaining the same contribution rate for the health and welfare and pension as the Small Parcel Agreement calls for. In addition, they got the same general wage increase each year of their contract.

They were also successful in obtaining language and a card-check and neutrality with an expiration of January 31st of '08, same year as the Small Parcel.

In recognition and thanks from the members of CSI, that contract was overwhelmingly supported. That card-check neutrality gave us an opportunity to go to 30 different locations and merely sign up the members to be part of the contract.

Half of those locations have been done as we speak today, and the other half are close to being done.

As I said a couple days ago, I started my career with UPS some 37 years ago. Everything they got into is not small. When they get into something, they go full bore. They got a lot of money, they got a lot of ideas.

When UPS purchased Menlo, CSI, they were already anticipating opening five new operating hubs this year which will be representing an additional 1500 Teamster members. When it's all done and over and the day's ended, we will be representing an additional 1500 for a total of 2500 members.

But the story gets a little bit better. By us being successful in obtaining the contract with CSI, we were able to get our foot in the door

where UPS has their logistics business segment and their freight. This will give us the opportunity to start organizing the supply chain freight solution part of that company.

This will only be done through the efforts of the more than quarter of a million UPS when we join up in the same contract expiration date with CSI. We started in '87 to try to bring all the brothers and sisters into the contract with the Small Parcel. That was finally done in '02 when the four corners of that contract now covers the four corners of that building. We will continue through the efforts of the Organizing Department and International to continue to organize every facet that UPS purchased to make sure all their employees are also Teamsters and also enjoy the same benefits as our Teamster brothers enjoy today.

Thank you.

(Applause)

RICHARD SHAPIRO

Local 294, Albany, New York

Good afternoon brothers, sisters, and fellow delegates. My name is Richard Shapiro. I'm with Local 294 out of Albany, New York. I represent UPS Cartage Service in Newburgh, New York.

In December of 2004, UPS purchased our former Menlo Worldwide Company. At that point I got in touch with Local 294, John Bulgaro, Kevin Hunter and looked into getting organized. We were a non-union facility at the time. We were a small voice of only 13 drivers at the time. But I realized with the union and all the voices we have out here, that we could get something done.

I'm happy to report to you that UPS recognized our service center in February of this year. We are now proud Teamsters.

(Applause)

Before we got recognized, I knew it was very important from the power of the Teamsters and

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the International Brotherhood. I had spent twelve years in the Teamster Local 812 like John from Coca-Cola who spoke earlier today, so I knew how important it was.

As Teamsters we all have a great future. We now have a great pension fund, the New York State Pension Fund, as well as great health benefits and coverages. The families of the gentlemen that work with me will not have to worry for the next however many years they work there.

The organizing effort continues so that many of my co-workers at UPS Cartage and the UPS Freight can become Teamsters. Please support this effort, Teamster brothers and sisters. Thank you very much.

(Applause)

GENERAL SECRETARY-TREASURER KEEGEL: Brothers and sisters, as we talk about the supply chain, I see a tremendous opportunity to organize, and that is why our efforts have been so strong in the ports, UPS Freight, and I'm convinced that these so-called companies like FedEx, UPS, TNT, are going to be the LTL carriers of the future. There's no question that we have room for Yellow and the others that we have out there, but there's no question that they are going to have the logistics from controlling the inventory to delivering the product, wherever we want.

We have a tremendous opportunity to organize along that supply chain because it leads from the ports to the rails to the warehouse and eventually to the WalMarts of the world. I think this is a golden opportunity to make sure we do that. UPS Freight is our first bold step after working on DHL.

I'm convinced that have the right idea, that we're going to have the right model, and we can be able to organize thousands and thousands of workers as we go across the supply chain that's changed dramatically.

If I could, Mr. Tyson Johnson, Vice President from the South, mike 2.

VICE PRESIDENT JOHNSON: Mr. Chairman, I'm a Hoffa-Keegel delegate. I would like to say that the union is uniquely positioned to dominate the global supply chain based on the historic strength of freight transportation in the United States. Teamsters strength in freight is growing as we move into our organizing campaigns of UPS Freight, USF Bestway. It is a priority of the Freight Division to dominate freight transportation in this country. It should be the priority of this entire union to dominate the global supply chain, sir. I move to adopt.

(Applause)

GENERAL SECRETARY-TREASURER KEEGEL: Thank you. Do I have a second?

Anything else? Go ahead, mike 2. Go ahead.

DELEGATE KENNETH L. PAIGE, IBT Local 891, Jackson, MS: Mr. Chairman, proud Hoffa-Keegel delegate. Second the motion.

GENERAL SECRETARY-TREASURER KEEGEL: Thank you very much.

Any other discussion?

This is essentially a new resolution. We are going to dominate the supply chain in this country, so all of those in favor, signify by saying aye.

Those opposed?

Carried. Thank you.

GENERAL PRESIDENT HOFFA: Okay. Despite the corporate control of our government and the billions of dollars management is spending to prevent workers from exercising their rights to join unions, workers are joining unions. They do it because the union contract is the only thing they can have to protect them. To be successful, we are using new ways of organizing. We are joining together with other allies and putting resources together in joint campaigns that benefit more workers in a wider range of industries and titles.

The video we're about to see, "New Ways of Organizing," illustrates this. Roll the video.

...A video was shown to the delegation.

GENERAL PRESIDENT HOFFA: I am told that was the wrong video.

(Laughter)

Just shows you, you know, we can only do so much.

All right, let's do something else here. Teamsters, and all working people are under attack by the corporate interests that control our government, despite the odds that we have survived and are growing stronger. It's a real testament to the needs for working people to protect themselves by joining together in unions.

Because of the anti-worker political environment of the last quarter century, we have had to adopt and change the way we do things. One area that we are making real progress in is organizing. From experiences that we know when it comes to organizing, the National Labor Relations Board route to securing organizing victories does not work.

There is a multi-billion dollar industry dedicated to subverting workers' rights and the law to prevent workers from freely joining unions of their own choice.

I don't have to tell you stories about this, and I'm sure you have had many experiences. So to ensure that workers are able to exercise their right to join unions, we are increasingly using card-check recognition as an alternative route to unionization. We will now hear from a couple of Teamsters to tell us their card-check stories. Please welcome first Mike Murphy, a Bestway worker from Teamsters Local 878 in Little Rock, Arkansas.

BROTHER MIKE MURPHY
Local 878, Little Rock, Arkansas

Thank you, thank you.

Good afternoon, brothers and sisters. I work for USF Bestway in Little Rock, Arkansas. Prior to July of last year we were known as USF Dugan.

I'd like to speak about the card-check recog-

nition and how important it is to me. Back in 2004, a system-wide organizing campaign kicked off at USF Dugan. We asked our company for a card-check recognition and, of course, they declined, forcing us to do it the hard way.

This meant we had to take it to the Labor Board terminal by terminal and take it to a vote. Unfortunately, there is a six- to eight-week waiting period after you file, during which time the corporate thugs would blast into town, start beating us up with their anti-union rhetoric, empty promises, illegal scare tactics and mandatory anti-union meetings. This management team would stop at absolutely nothing to keep us from forming our union.

In March of 2005, the company announced that Yellow Roadway had purchased USF. Now, figure that one out. They tried to destroy us from forming our union, and then they sold out to one of the largest union carriers in the nation.

On a Friday in June of 2005, my co-workers and I in Little Rock won our election and we were now proud Teamsters. The following Monday we were all called to work and told that Yellow Roadway had decided to shut down USF Dugan due to a major restructure of the USF companies and two of the sister companies, being Holland and Bestway, would take over the Dugan area.

Just when we thought things couldn't possibly get worse, USF Bestway told us that since we were Dugan employees at the time of our vote, we were not going to be recognized as a union terminal.

Mr. Ken Bryant with the Teamsters was all over this. I don't know what he did, but he not only forced Bestway to recognize the fact that we were a union terminal, but he also managed to get Bestway to agree to the card-check neutrality for any other Teamster seeking Teamster representation.

Since then, several other terminals have taken advantage of the card-check, joined hands with

Little Rock and fell under the contract artery in place for the original union Bestway employees.

Speaking of the contract, Mr. Tyson Johnson has been working very hard for us negotiating our new contract since the first of January.

We have just recently been told that there has been an agreement with the company and the Teamsters and we will be voting very soon on a contract, and I'm sure it's going to be a very good contract.

(Applause)

Thank you. Now, even though USF Dugan was shut down, all the garbage that was dished out by management during the campaign could have all been avoided by card-check neutrality. And as far as I'm concerned, when I signed a card asking for Teamster representation, that was my vote and that should have been final. Card-check neutrality should be the law.

(Applause)

Thank you. There's one last thing I want to make clear. I was born and raised in a Teamster family and my father, Kirby Murphy, is a retired Teamster out of Local 916. I am proud of him. I fought long and hard to become a Teamster and I'm proud of that. And the TDU who keeps slamming my union and the people that I believe in can all kiss my ass. Thank you very much and have a good afternoon.

(Applause)

BROTHER ARIK KOUBA
Aladdin Hotel Worker

Ladies and gentlemen, good afternoon. I'm honored to be here today on behalf of my colleagues at Aladdin Hotel, which is right next door to us. We have been attempting to form our union for approximately six months now. We are fighting for respect and to be treated with dignity on the job.

I would like to share just one of many stories of abuse we at the Aladdin have endured. A very dear friend of mine, who also happens to be a

colleague, experienced a very tragic event in her life. In the hours of learning of her son's suicide, she was too distraught to work her scheduled shift. While management was clearly informed of her circumstances, they still insisted of issuing disciplinary action when she didn't show to work the following day. This is one of many horror stories that I can share with you that I have witnessed with my year and a half of employment at the Aladdin.

Prior to us starting this campaign, we had no voice, management has done and is still doing its very best to harass, intimidate and abuse us each day. After starting this journey we feel like there is a light at the end of the tunnel.

I thank you all for supporting us in our struggle: I know that with your support shown here today we will have a Teamsters contract soon. And for that, we at the Aladdin would like to thank you.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you, Mike and Arik.

You know, I promised you a star of TV and stage. Well, he's here. This man is a star of television. He's a Canadian. He's from a famous acting family. He fights to maintain the great Canadian health care system. He fights every day for universal health care. He's a grandson of the inventor of the single-payer system for health care in Canada. He's the son of actor Donald Sutherland. He's TV's tough guy on the great hit "24." He's the guy that I'd like to hire to be an organizer for the Teamsters. He is Kiefer Sutherland.

(Standing ovation)

KIEFER SUTHERLAND
Actor

How are you all? Thank you very much. Thank you. Cheers, God bless you.

I want to thank Mr. Hoffa for having me this afternoon. I don't want to take up a lot of your

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time, I know you're doing very important work here.

But it occurred to me that there are very few opportunities over one's life and certainly over one's career where you get to just simply say thank you, and that's why I wanted to come here today.

My introduction to the Teamsters started very early in my career. I was making a film called "Stand By Me." I was working with a fantastic actor named John Cusack. And when I arrived — we were shooting the film in Eugene, Oregon — and when I arrived, the only person that gave me a card with a phone number on it was the Teamster captain. And we started work, we were working for a couple of weeks. John and I realized we had a late call, so we decided to drive into Portland and have a night out and try to meet some girls. We had a great night and we were driving back to Eugene, and anybody who has driven that route down the coast highway knows that the fog can come in awful quick. And on this specific evening it did, the highway took a left, we did not. We hit a sand dune and flipped a brand-new Pontiac Trans Am rent-a-car.

We got out of the car, we were uninjured, but the car was totalled, we were scared to death. And we managed to make our way to a phone, and the only card I had with a number was that of the Teamster captain of that show. I called him up, the Teamsters came out, they took care of the car, they got us back to the hotel.

The next day John and I went to work and we thought we were going to get fired. We arrived on the set and no one said a word. The Teamsters had not said a word of this to anybody, and that was the moment when I realized that the Teamsters were going to protect me throughout my career.

(Applause)

So thank you.

I couldn't even begin to tell you — I couldn't

count them forever — the number of personal favors that have been done for me by Teamsters over the course of my career. But it was really on "24" when I realized what you really do. It is not unusual for us to have multiple locations. We shoot the show at a very fast pace, so we could be shooting in downtown Los Angeles and be in the Angeles Forest later that afternoon. And on one of these days I managed to get to the second location before anybody else, and I got to watch the trucks arrive, I got to watch the load-in. And I watched no less than 16-, 18-wheelers, a variety of other trucks, picture cars, vans — I watched them all come in to this very, very small location on a sandy road, and I watched these men and women spin these 18-wheelers like kids on bicycles in a playground. It was like watching the circus come to town. It made me really realize how special an opportunity that I have to work as an actor and what a fantastic environment this is.

And I watched them create a base camp that we so often take for granted. And this was the base camp that we are allowed to make believe in. And I realized at that moment that the writers and the directors and the actors and the producers and all the people that take all the glory in our industry wouldn't be able to do a single thing had it not been for the incredible talent, dedication, hard work and tenacity of these incredible people. And that is why I am here today is to say thank you for that.

(Applause)

And on a second note, I want to thank you for your union. The Teamsters Union is the guiding light of labor in the United States and Canada. All of the other unions across this country look up to the Teamsters to figure out how to negotiate, to take care of ourselves, to adapt in a world that is changing faster than we can imagine. It is for that that we are deeply indebted. It has been an honor and a privilege to work alongside you for the last 20 years, and it will be an honor and

a privilege to be able to do it for another 20.

Thank you very much for having me. I came to say thank you. Thank you, thank you, thank you.

(Applause)

GENERAL PRESIDENT HOFFA: As you have heard throughout this historic convention, we are pursuing a number of innovative strategies to bring benefits of unionization to workers. When combined with our tried and true methods of organizing, we are confident that we will successfully take on the largest, most anti-union corporation in the world, Wal-Mart.

Anybody here shop at Wal-Mart?

(Shouts of "No" from the delegation.)

I call on John Williams, Director of the Warehouse Division, to read the "Wal-Mart Distribution Center Resolution." It is at page 71 of your resolution book. It is No. 43.

REPORT OF RESOLUTIONS COMMITTEE (Resumed)

DIVISION DIRECTOR WILLIAMS: What a surprise. Thank you, President Hoffa, sisters and brothers. Since our last convention, the people of North America have become much more educated about this bad actor corporation Wal-Mart. A movie, books, news specials, news articles have told us about how this company is a disgrace as a corporation and particularly in their employment practices.

Large class-action lawsuits involving sex discrimination, wage and hour laws, they even lock employees on the night shift inside the stores so that they can't get out. Then, of course, there's a health care issue. Wal-Mart foists its health care responsibilities onto the public health care system. And then think about when a spouse of a Wal-Mart employee has family care, such as the Teamsters provide, and here you have Wal-Mart, you can bet there are Teamster members who with our family health care that we've negotiated taking care of Wal-Mart's health

obligation for their spouse.

This is a significant problem. In every grocery contract negotiations, the unfair competition from Wal-Mart is a serious problem, it's a major issue. Wal-Mart has no shame. They've received hundreds of millions of dollars of tax giveaways to build their distribution centers or stores in certain areas, still while not providing decent employment benefits.

Then there's their anti-union campaign. They have their employees not only believing they don't have the rights of collective bargaining, but they have — that they just have to accept the way Wal-Mart will do it and they can't make anything out of it.

Well, we can change this and we must change this. The fact is, that Wal-Mart workers are what have made this company successful.

The Warehouse Division hopes to pressure Wal-Mart at its distribution centers and at its transportation network. The Division is going to work with the local unions in those areas where Wal-Mart has its distribution centers to put pressure on this company and to have those workers realize they shouldn't just be keeping up with their union standards, they should have the highest terms of compensation in the distribution industry.

Thank you, President Hoffa, for supporting the Warehouse Division in terms of its Wal-Mart project.

I would like you to please express a welcome to our two project coordinators, Kate O'Connor, Teamsters Local 202, New York.

(Applause)

And Jessie Medina, Teamsters Local 435, Denver, Colorado.

In 12 months, these two people — I was going to say kids, but that starts to say — well, I guess I am getting older. But the situation is, they got around to every Wal-Mart distribution center in the United States, 110 distribution centers that they physically went to.

(Applause)

They networked with the local in that area, and the goal is, is to work with our great local union structure to make contacts with the Wal-Mart employees. Because as much as the public knows about Wal-Mart and the bad things they do, we still haven't gotten any traction with the Wal-Mart employees.

We want to let the Wal-Mart management know that the International Brotherhood of Teamsters is not going to stand by while they make huge profits on the backs of their workers with substandard wages and benefits.

(Applause)

It's going to be a long fight. It's not going to be traditional organizing in any way. But it is a fight that the Wal-Mart workers can win, and it's a fight that the Teamsters Union is going to lead. Thank you very much.

(Applause)

Thank you Kate and Jessie for your great work. I guess we all get to watch a video now that I'm looking forward to seeing just like you. Thank you very much.

...Division Director Williams presented the following:

WALMART GMB RESOLUTION

WHEREAS, Wal-Mart is a home grown giant intent on building its profits and funding its growth while paying its workers substandard wages and benefits while denying their right to organize; and

WHEREAS, Wal-Mart with its insatiable appetite for growth and profit at any cost is exporting its heinous anti-worker, anti-union policies overseas; and

WHEREAS, ASDA-Wal-Mart distribution center workers and drivers in the United Kingdom are in a fight with Wal-Mart to achieve the basic collective bargaining rights allowed them under British law; and

WHEREAS, the Wal-Mart distribution and

transport workers represented in the United Kingdom by their union, the GMB, have voted to take Wal-Mart on with a five day strike beginning on Friday June 30, to win collective bargaining rights for their members; and

WHEREAS, the international labor community is showing solidarity with the GMB membership;

THEREFORE, BE IT RESOLVED, that the International Brotherhood of Teamsters fully supports the fight of the GMB workers against ASDA-Wal-Mart in the United Kingdom; and

FINALLY, BE IT FURTHER RESOLVED, that the IBT will strengthen our ties, and work with Unions around the globe that represent workers who are fighting to win justice and dignity for Wal-Mart workers wherever they may be.

GENERAL PRESIDENT HOFFA: Dan Kane, mike 2.

DELEGATE DAN KANE, JR., IBT Local 202, Bronx, NY: Yes. I'd like to speak to the Wal-Mart Resolution. Our local is a food industry local, 3,500 people. I started there when I was 18 years old. It was a good job, you always had food on your table.

My grandfather started in the industry in the '30s, decent job, they fought to bring the union into the workplace. And now some 60 years later the pressure from the largest employer in the world is overwhelming in this industry. This resolution is a much-needed resolution. I would make a motion on this resolution. It's important if we can't take on the largest union buster in the world, we must take that fight on today and continue it. So I would make a motion to move that resolution.

GENERAL PRESIDENT HOFFA: Very good. Do we have a second?

Mike 4.

DELEGATE JOHN SOUZA, IBT Local 386,

Modesta, CA: I'm Joint Council 38, and I second the motion.

GENERAL PRESIDENT HOFFA: Okay. This is the Anti-Wal-Mart — is there a brother that wants to talk, mike 2?

DELEGATE LEONARD STOEHR, IBT Local 728, Atlanta, GA: Not to this motion, Mr. Chairman.

GENERAL PRESIDENT HOFFA: We have a motion and a second with regard to the Anti-Wal-Mart Resolution. All those in favor, signify by saying aye.

Anybody want to shop at Wal-Mart?

(Shouts of "No" from the delegation.)

GENERAL PRESIDENT HOFFA: No, that's right. It passes 100 percent. Thank you very much.

Don't shop at Wal-Mart. Some of our members do.

Mike 2.

DELEGATE LEONARD STOEHR, IBT Local 728, Atlanta, GA: I'd like to request a point of personal privilege, Mr. Chairman. Mr. Chairman, our rank-and-file election is not a divisive process. It can unify the union membership by having the members choose its leader. The leadership will be stronger because the leaders will be able to say, "The members elected me one member, one vote."

I ask the membership if you feel we have the right to an election, then I urge each of you to nominate Tom Leedham to have the right to vote this fall. Thank you very much.

(Shouts of "Boos" from the delegation.)

GENERAL PRESIDENT HOFFA: All right. Over to Rome Aloise. Take it away, Rome.

DELEGATE ROME ALOISE, IBT Local 853, San Leandro, CA: I think we were supposed to lead in here to talk about Costco as an alternative to Wal-Mart.

(Applause)

Back in December, the first national survey of public attitudes and opinions about Wal-Mart by

Zogby International found that American adults hold an increasingly negative view of Wal-Mart. The poll found that 56 percent of adults agreed with this statement: "Wal-Mart was bad for America. It may provide low prices, but these prices come with a high moral and economic cost."

This is no news to the Teamsters and especially our members that work at Costco, because Costco members are the highest-paid retail workers in the country, I'm proud to say.

(Applause)

We'll be coming up this year for the first time for both the West Coast and the East Coast contracts, after we ratified both of those in 2004.

When President Hoffa took over, he realized that Costco was the fifth biggest single employer in the International, and he moved very quickly to make sure that the International was there to help the locals that represented Costco. With his assistance, we beat back a de-cert, which was led by an independent union in 2003. And you have to understand, Costco non-union workers are paid exactly the same as our contract. We negotiate a contract for 16,000 people, it covers 93,000 as they pay everybody else in the company exactly what we negotiate. Saving that contract was a real miracle in a lot of ways, thanks to a lot of people.

Without the International's help and President Hoffa's support, I'm not sure we could have done that. We won that election with the people knowing they would still make the same amount of money by 70 percent.

So I want to give congratulations to President Hoffa for that.

(Applause)

I also want to say something else. You heard about the great contracts Tom Leedham negotiates. When he was head of the Warehouse Division, and Sandy Pope working there, they put a representative into the East Coast negotiations. For those of you who are thinking about

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voting tonight for the Leedham Slate, think long and hard. They almost destroyed that East Coast contract. Tried to stick their nose in the West Coast contract and destroy that, at least us in the West kicked them out. You better think long and hard before you vote today.

I think we do have a right to election as members here. I don't think anybody's disputing that, in spite of what the brother tried to put on the floor. But when you think about the contracts in your local, you better think long and hard about who you want up at that podium representing you. And you don't want Tom Leedham.

(Applause)

Many of you have stopped me throughout the convention telling me about the Costcos in your area and with the wish to organize them. We respond through the International to every request we get from the workers at Costco. I want to thank two people especially that fly all over the country and do that, Lisa Mack and Bernadette McCulloch.

(Applause)

I would like to now introduce a Business Agent that came out of that election we had in the East, Penny Arhar. She's here really to represent all the rest of the Costco agents. Probably with Costco, we have more people that work there that are Business Agents. I would just like to name them off because I think they deserve some recognition: Mike Ameral, Kim Holdredge, John Becker, Antonio Christian, Ralph Ferri, Mike Bergan, Joe Barone, Cliff Bathram, Chrissie Melton, Jesse Perez, Amy Vasquez, Kevin Matejka, Frank Lopez and Jim Smith from Local 952.

With that I would like to introduce Business Agent Penny Arhar.

(Applause)

PENNY ARHAR
Business Agent, Local 311

Thank you, Rome. Good afternoon, sisters

and brothers. I worked for Costco for 15 years and I was a shop steward for 12 years. I was given the opportunity to participate in negotiations with the company by our principal officer and Secretary-Treasurer Ken Kelm of Local 311.

Kenny has been involved with Costco and Price Club before since its inception in the East Coast. In our 1999 and 2000 negotiations for our contract, we fell into a bad situation with an independent union attempting to decertify the Teamsters with the promise of lower dues. I was very nervous about this because I knew if an independent union came in, we could lose everything.

Fortunately for us, the International Union and Jim Hoffa were right on it. They sent in Rome Aloise to assist the three locals in the East in fighting off the fake union. Rome and the IBT worked closely with my local leader, Ken Kelm, and the leaders of Local 210 of New York and 592 in Virginia. Rome was able to get the independent union to back off, but the company wouldn't give up on the issue of allowing the employees to vote on whether or not they wanted to maintain Teamster representation.

Over 100 Labor Board charges were filed against the company. In a first-time, very unique situation, the IBT and Rome came up with a method to have a vote outside of the NLRB. The company agreed to immediately negotiate a contract if we won. They thought because they paid the non-union employees the same wages and benefits that we had negotiated, that they were going to win by a landslide. They were wrong.

(Applause)

The IBT kicked in their campaign. They used surveys, mailings, meetings and put together a campaign that began to turn the tide. We won that election by an over 70-percent margin, 10-to-1

(Applause)

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— proving that our members knew that the value of a Teamster Union contract was more than just money.

Three years ago I was given the honor by Kenny Kelm to become a Business Agent for Local 311, and I know two things to be true: Without the IBT and Rome, the East Coast Costco employees would not be union now and that I can depend on the IBT and their help when I need it. I appreciate it and our members appreciate it.

On behalf of myself and the 863 Costco Teamster employees still represented by Local 311, and the almost 3,000 Costco Teamster employees on the East Coast, I want to thank you, President Hoffa, the IBT, Rome Aloise and Bernadette McCulloch for being there when we needed you. Thank you.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you very much.

Our goal is to have every contract as strong as the Costco contract. The Change to Win Federation is at the center of our ability to take on large employers such as Wal-Mart. By working with our Change to Win affiliates, we will organize the 50 million workers who work on jobs that cannot be outsourced or moved overseas. Wal-Mart is our biggest target. If we could succeed and organize workers there, everyone will benefit.

One of the ways we are attacking Wal-Mart is through such campaigns as "Wake-up Wal-Mart," a project of United Food & Commercial Workers. To tell us more about the UFCW project, we have UFCW President Joe Hansen to tell us more.

Give a warm Teamster welcome to UFCW President, a good friend of the Teamsters, Joe Hansen.

(Standing ovation)

Joe Hansen
President, UFCW

Thank you very much, Jim. Good afternoon.

It's a great honor for me to be asked to address this convention of this great union. But it's not just an honor for me, it's an honor for the members, the over 1.3 million members that the United Food & Commercial Workers represent. And I want to extend greetings from those members, because you are our brothers and sisters. You are our allies and you are our friends.

We are connected in so many common industries with so many common employers. On behalf of all the members, I want to thank the Teamsters for all the picket lines you have honored, for all the support you have given when we've been locked in bitter struggles. You are trade unionists, you make solidarity a reality.

It's a special pleasure to be introduced by Jim Hoffa. Jim is not just your General President, Jim is a leader for the entire labor movement.

(Applause)

It's also a pleasure to see Tom Keegel — Tom and I go back a ways working together in Minnesota — and looking around the room, all the other great leaders of the Teamsters that I have had the pleasure and the opportunity to work with over the years.

Now, I know when I address you today that I follow a number of other International Presidents that are partners in the Change to Win Federation. I know all of them, I know they're all smart and I know they're all articulate, and I know they're eloquent. I also want to thank whoever put a lot of space between me and Terry O'Sullivan because I know how great Terry can be.

(Laughter)

But the fact of the matter is that there would be no Change to Win without the vision of Jim Hoffa. Workers and unions have been under attack for many, many years. Many of us knew it. Many of us know that we needed to change to meet our challenges.

But, unfortunately, the rest of labor was bogged down in discussion and debate. The

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Teamster proposal, Jim's proposal, cut through the nonsense and got to the heart of the matter. That was a proposal that was based on common sense, on the need to organize, the need to organize strategically, the need to organize in our core industries, organize to give workers hope, organize to give workers power. And not just to talk about it, to do it. It was a proposal to put the movement's resources into strategic core organizing.

Jim's proposal brought us together. We would work to change how our unions work together to organize. We would work to change our unions to work together in bargaining. And we would change how we would do politics. We would change to bring workers hope and a chance at the American Dream.

We came together and we created Change to Win. Now, Change to Win is not just another labor federation, it is a strategic partnership committed to building power for workers. We do not want to be the victims of change. We want to be and we will be the agents of change, change for a better life for our members and a better chance for that life for the tens of thousands of workers who do not have a voice in the workplace today.

(Applause)

Jim Hoffa sparked our movement for change, and I want to thank Jim for his leadership. Building on this great union, he helped create a better future for all American workers.

Now, our strategic partnership has a full agenda ahead. It will not be easy. Change comes hard. Our obstacles are many.

Wal-Mart, the nation's largest employer, is setting the lowest working standards and expanding at a phenomenal rate. And, unfortunately, the Wal-Mart model is being copied by way too many corporations. An anti-union Congress at best ignores the needs of working families, and, at worst, leads the attack on working families.

Profits are up, wages are stagnant. Rising productivity has not brought a rising standard of living for workers. Corporate consolidation has brought about a wave of outsourcing and union busting. And bankruptcy courts allow corporate executives with millions of dollars in annual salaries to cancel contracts, to reduce wages, to eliminate benefits, and to renege on pensions. Economic growth no longer means economic security for workers.

At the heart of our struggle, there are competing visions for the future of our economy and for the future of our country. One vision: Deskilling jobs, having a disposable workforce, with low wages, pumping up rising profits; a vision where jobs are outsourced to the cheapest labor regardless of working conditions; a vision where health care and pensions and education for our children are considered of minor importance to those who already have. It's a vision that is nothing more than a quick race to the bottom for American workers.

We must offer an alternative vision, and we must fight for that vision. Our vision must be a global vision, not just a vision for the United States and Canada.

Right now we are in a global economy that does not compete on hard work, productivity or innovation. This global economy competes on poverty. Investment and jobs go where the wages are the lowest, where working conditions are the worst, where unions are the weakest. Competition and poverty only creates more poverty for workers, no matter how much money it makes for the corporate elite.

The solution to the problem is in our hands. We must redress the imbalance of power between workers and the employers in the workplace, at the bargaining table, and in our governments.

Brothers and sisters, we can't do it alone. We can't do it by ourselves, but we do it by working together with commitment, with strategic plan-

ning, and with hard work, the same values that brought us together in Change to Win.

We must look beyond our national boundaries. I have the privilege of serving as the President of Union Network International, UNI. It's a global union. The UFCW also plays an important role in the IUF, another global union. We are striving to do on an international level what we are striving to do here: Bringing workers together by industry to build power, and also to establish global work standards.

UNI is important to the UFCW, because it is building alliances with unions throughout the world, workers that are represented and work in the global retail industry, just as it is doing for the Teamsters in the graphics industry. UNI also plays a key role in the fight against Wal-Mart and the model it promotes.

The IUF is assisting the UFCW in our fight for the justice for workers at Smithfield in North Carolina. UNI, IUF and other global unions are forging alliances that will make corporations live up to their responsibilities and stop the exploitations of anti-union, anti-worker policies into foreign markets, corporations like Wal-Mart.

Now, you heard about Wal-Mart and Jim talked about Wal-Mart, and I heard the resolutions. We worked very, very hard on Wal-Mart and it is an issue that all of us together over time we will win. We will bring justice to the workers at Wal-Mart.

But there's one other issue that I would like to talk to you briefly about today. It's an issue that we all face. We face it at every bargaining table, and our members face it every day. It is a growing crisis for working families, union employers, and the entire country. It is a crisis we cannot ignore; it is the state of health care in America.

Every day thousands of Americans lose health care protection. Every day thousands go without needed health care because they cannot

afford it. The state of health care in America is becoming a disgrace.

We spend more on health care on a per capita basis than any other country in the world, but we are far down the list among industrialized nations when it comes to infant mortality and life longevity. We can't solve this problem at the bargaining table.

I serve on the Citizens Health Care Working Group. It's a commission that was created by Congress two years ago. We conducted community meetings all across the country. I listened and heard from thousands of Americans. The American public is concerned. They are afraid. They want something done and soon.

But most important, they are willing to share in the responsibility of providing health care that is accessible, has decent quality and is affordable if — and this is the big if, not George Bush's if — if that shared responsibility is fair.

The committee's recommendations — and these are recommendations that will be presented to Congress this fall — is that it should be public policy that all Americans have health care just as it's public policy that all our children have rights to an education.

(Applause)

And that there should be universal coverage that defines a core benefit package for all Americans with guarantee that Americans have protection against very high health care costs.

Again, we can't solve this problem at the bargaining table. The crisis needs a political solution. This must be a political priority. We should not and cannot support politicians that do not support these recommendations. We should start with the 2006 elections, and we should carry it right through to 2008. Universal health care ought to be part of the American fabric.

(Applause)

Teamsters have always been there for UFCW members. I mentioned this earlier. In 2003, our members stood strong for over four months on

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the picket lines in Southern California. They sacrificed. Their children lost Thanksgiving and Christmas. They did not give up. They stood on the picket lines at over 900 locations for over four months.

The labor movement stood with them, but nobody, nobody, more so than the Teamsters. You honored our lines. You supported us with money. You were at every rally and made personal sacrifices equal to our own.

The UFCW will never forget. And I want to thank you again, President Jim Hoffa, Jim Santangelo, Paul Kenny, all the great Teamsters from Joint Council 42, and all the great Teamsters in this room. Forever we are in your debt.

(Standing ovation)

I started my remarks by saying that we are brothers and sisters, allies and friends. Our struggles are not over, but our solidarity is solid. And it gives the UFCW great confidence to be partners with such a great union as the Teamsters.

Thank you very much.

(Standing ovation)

GENERAL PRESIDENT HOFFA: Thank you, Joe. We're looking forward to working together and winning together.

The work we do with our Change to Win partners is focusing on organizing new members. But it doesn't end there. We also create a united front at the table and on the picket line. During the 2005 UFCW grocery strike, Teamsters and UFCW united to fight the grocery employers that sought to break our unions. Teamster grocery and warehouse workers and drivers stuck together to win contracts that protected their health benefits, increased wages and pension contributions, and preserved retiree medical benefits. This was a tremendous accomplishment against a group of employers that had banded together to try and bust our union and the UFCW.

I now ask International Vice President Jim Santangelo to tell us more.

VICE PRESIDENT SANTANGELO: President Joe Hansen, it was without a doubt that 10,000 Teamsters went out for your union in support. I have never in 48 years as a Teamster ever saw young men and women from the UFCW stand on the picket line in solidarity more than they did during that strike. It was most certainly an honor for the seven grocery locals out of Joint Council 42 to support you.

We were able to go into bargaining right after Joe had completed his negotiations, and after that ugly strike we, the seven locals in Joint Council 42, were able to go into the employers, the same employers, and throw a contract on the table and tell them, "It's either this or an ass-kicking you got again like from the UFCW."

(Applause)

We went in and the seven locals in Joint Council 42 obtained good, great increases on pension, health and welfare from MOB for five years, but we got that for only one reason. We got it because that union, the UFCW, ran interference for us. We owe it all to Joe Hansen and his wonderful union.

(Applause)

I left here one day last week to go meet with the UFCW locals in Southern California. I spoke to 450 shop stewards from the UFCW. Again, Joe, your contract is right around the corner in a couple of months, and I have to guarantee you, again, this Teamsters Union and Jim Hoffa will be behind you 100 percent

(Applause)

MIKE MANSFIELD Local 848, Southern California

Hello, brothers and sisters. My name is Mike Mansfield. I'm a shop steward with Local 848 in Southern California. I'm a proud 29-year Teamster and a grocery driver with Von's El Monte Distribution Center. To me, being a

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Teamster means more than fighting for our own self-interest. In the early days of trucking, we were known as Knights of the Road, always willing to help a motorists in trouble. That still happens today, but we are also reaching out and helping our fellow brothers and sisters. When they are being put down, we offer them our help, our support, and our power.

On October 11th, 2003, that is exactly what we did in Southern California. That was the day the grocery workers represented by the United Food and Commercial Workers walked off their jobs. The grocery chains wanted to take good, union jobs with decent pay and benefits and strip them down to Wal-Mart levels. When the UFCW said no way, they went on strike. Local 848, Local 63 and numerous other Teamster locals decided it was time to take a stand.

Under the leadership of the President of Joint Council 42, President Jim Santangelo, and with the full support of General President Hoffa and the Executive Board, we committed to the clerks that we would honor their picket lines for as long as it took for them to receive a fair contract.

Thanks to the IBT Strike Fund, our local Strike Fund, and the generous contributions from locals and unions around the country, we were able to continue the fight for over four months until a UFCW contract was settled. I'm proud to say that during those four months not one Local 848 member crossed a picket line.

(Applause)

It wasn't our strike, but we offered our support in any way we legally could. We delivered water and pizza to the picket lines. We participated in rallies and events. We distributed informational leaflets at non-struck stores. We engaged in conversation with sympathetic customers and thanked them for their support. We did everything we could to keep their spirits up. I'll give you an example.

Approximately 50 Teamsters went to a Von's

store for a rally. A UFCW strike captain from an Albertson store came by and asked for our help. She had been spit on by a grocery manager and also had several of her co-workers. Management had called the police continually with false accusations and the harassment seemed to never end. All 50 Teamsters came to the rescue. We arrived at her store and called out the grocery manager. We invited him to come outside and spit on a Teamster.

(Applause)

He ran to the back room, and we never saw him again that night.

(Applause)

We informed other management at the store that we would return every night until the harassment of these clerks stopped. We gave the strike captain our phone number to call us if it ever happened again. We never received a call from her, so I guess that visit did the trick.

(Applause)

I am proud to say that when the Teamsters made their presence known at any location, the bullshit that was going on at these stores stopped. But it also shows if we pull together with other unions, every worker wins.

Unions banding together in support of each other. Strength in numbers. That, my fellow brothers and sisters, is what will help us to fight and win against these creepy and greedy corporate bastards. With the Teamster philosophy of unity and strength by working together with other unions, we can move forward with the tools we need to succeed in our goals.

A final word to any company in America that wants to challenge the strength, unity and resolve of any local or union in the Change to Win Federation, I say, "Bring it on!"

Thank you.

(Standing ovation)

GENERAL PRESIDENT HOFFA: Mike 2.

DELEGATE PATRICK KELLY, IBT Local 952, Orange, CA: Yeah, brothers and sisters, I

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want to take this moment to thank the 1.4 million Teamsters whose dues went towards the Strike Fund which allowed us to support the UFCW, and I want to go on record of thanking the leadership of Jim Hoffa and Tom Keegel that facilitated a special convention that those of us that had the privilege to serve on the Blue Ribbon Committee were able to go forward and get the resources that we need in our International Union. I think that if we hadn't done that, if Brother Hoffa and Brother Keegel hadn't shown that strong leadership that they've been showing since they've gone in, we wouldn't have had the millions of dollars go back to our membership that the International Union provided. Not all of the local unions had strike funds, and it was significant that we had one that we could rely on.

We had some scabs in our local, and I can tell you this: We held them accountable. They were brought up on charges, some of them were suspended. They had a due process, and we're going through some issues with the Labor Board, but I think it's high time that if — when people become a Teamster, that they understand that if they're a full member after they've been informed of their Beck Rights or what else, that that's a responsibility that's personal. They have a personal responsibility to adhere to our Bylaws and our Constitution. We are going to uphold that Constitution and those Bylaws so that people understand when they're a Teamster, there's something more to it than just paying some dues and forgetting about it.

While I'm on the subject, I want to tell you that the Hoffa-Keegel Slate, unlike some other people, is fiercely dedicated to pensions and retiree medical. I might talk about that a little bit tomorrow. But I'll tell you this: We have a wonderful union here, we're on the right road, and I want to thank all the brothers and sisters of the Teamsters and their elected delegates, many who are rank and file, for doing the right thing

in taking the right step towards putting our union in the right place financially.

That took some courage, and it took courage for our General Executive Board to take the right steps to make sure that we had the money. Because like it or not, dues is the mother's milk of unionism.

I'll quote a guy that I didn't really like that well, and I know he wasn't a friend of the Teamsters. I know it was John F. Kennedy's dad. If you go back and you read your history, they asked him, "What's it takes to win elections?" He said, "Three things: Money, money, and money."

I'll tell you, we have to pay attention. We have to pay attention to our resources. This General Executive Board, this leadership, is dotting all the I's and crossing all T's and taking us forward in the 21st century. I'm happy and proud to be a Teamster.

Thank you.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you for your thoughts.

FOOD PROCESSING INDUSTRY

GENERAL PRESIDENT HOFFA: As we grow and expand into new industries, it becomes necessary to create new divisions to give members and their locals the tools they need to organize more members to win good contracts. Non-union workers in the food processing industry are among the most exploited workers in the United States. We've succeeded in organizing many food processing workers and created a new division to meet their unique needs. I'm pleased to say it is really bringing our members together like never before, and we are making great strides in securing excellent contracts and organizing new members.

At the head of this division is Director Fred Gegare. Fred, come on up here and tell us about the new division and what you're doing.

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(Applause)

VICE PRESIDENT GEGARE: Thank you, General President Hoffa. Thank you very much, brothers and sisters. Thank you. The Food Division has a new initiative launched under this administration to target a promising area of growth. Our investment has already paid off with 4,000 new members last year alone. We are going to double that number this year. We have accomplished this growth by hiring new researchers and working with key partners like the Farm Workers and the UFCW to organize together.

We are working with Change to Win to organize the entire food processing chain from the fields, from the processing plants, to the warehouses and the distribution centers, and then to the stores. We are excited to undertake joint organizing campaigns with them to increase our market share from this dominant sector.

The more we dominate in this sector, the stronger our position will be when we negotiate contracts for the current and future members. I'd like to take a moment of privilege to thank my directors of each region: John Fogarty and Jim Gallagher out of Philadelphia; Wayne Schultz out of Madison, Wisconsin; Ricky Maxwell out of North Carolina; and Carlos Burnett out of Los Angeles.

Yeah. Give them a nice round of applause. They deserve it.

(Applause)

Now it's my pleasure to introduce Stefan Hosszu from Local 760. Stefan.

(Applause)

BROTHER STEFAN HOSSZU **Local 760, Yakima, WA**

Thank you. Sisters and brothers, my name is Stefan Hosszu. I'm a member of the Local 760. I work at Quincy Foods in the state of

Washington, a fresh-pack vegetable plant. We have about 250 employees there, and it's a Teamster plant. We used to be called J.R. Simplot.

(Applause)

In May of 2004, Simplot started selling off part of its corporation. Our plant was one of them. It was sold to Norpack. Norpack did not want to recognize the union. So we had to launch a campaign to win back the union and get a contract again.

Local 760 brought in members to organize, so did JC 28 and the IBT. We had a lot of support from all of them and we did and do appreciate all the help. All the organizers worked with us to get out the vote. And we all worked hard and together as Teamsters. The Secretary-Treasurer, Mr. John Parks, of our local made many house calls as well.

We finally won a good first contract. It's not the best, but it is a start. And we're going to get there again. As a Vietnam veteran, we know about fighting.

(Applause)

This campaign was well worth it.

(Applause)

Go Teamsters! Go Teamsters! Go!

Thank you.

(Standing ovation)

WASTE

GENERAL PRESIDENT HOFFA: Over the last few years we've focused on building our strength in core industries like the multibillion dollar waste industry. Against incredible odds, we've organized workers in so-called right-to-work states like Alabama and Georgia. We will continue to grow working with community and religious leaders and political environmental justice groups to ensure that all sanitation workers are treated with respect and dignity.

I'm very pleased to announce this video which was made by Sonia De La Cruz, a former

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Teamster organizer, and her new Teamster production company. Let's see this new Teamster video.

...A video presentation was shown to the delegation.

(Applause)

GENERAL PRESIDENT HOFFA: One of our most successful campaigns to organize in right-to-work states is with the solid waste workers in the South. Here to tell us more about their struggle with BFI are several new members. Please welcome first Tyra Johnson from BFI in Georgia.

(Applause)

SISTER TYRA JOHNSON
Local 728, Atlanta, Georgia
Allied Waste/BFI

Hello, I'm Tyra Johnson, and I've been an employee of Allied Waste/BFI in Atlanta, Georgia, for six years. I'm proud to now say I'm a member of Local 728 in Atlanta, Georgia.

(Applause)

I wanted to be a Teamster because we needed job security at Allied Waste. We needed better medical benefits, higher wages, good equipment, and also a better overtime pay.

I have three children; two boys, one girl. My daughter is developmentally delayed with cerebral palsy; she's nonverbal. That was one of my biggest fights for us to get the union, for the medical benefits.

When we started coming together to form our union, the campaign did not affect me and the kids because I had several people in the community, including my son's coach — my son plays football — who helped me out very much, and my family to take care of the kids for me.

Members of the community and politicians sent out support letters and threatened to cut BFI off if they didn't stop the harassment. In the process of trying to organize, the company tried to suspend me. While I was talking to one of my

co-workers at the QuikTrip, I was trying to get him to sign a petition but, unfortunately, he was one that didn't want the union to get in. But when I made a call to Chuck Stiles and told him what the company had just done, they suspended me for poor production — saying that I had poor production, but I already knew what it was because I had an employee that wasn't with us.

I made that call to Chuck. He called State Senator Fort and Tyrone Brooks, a state representative in Atlanta, Georgia, and they wrote a letter on my behalf and the company reinstated me the following day with pay.

(Applause)

And that was just one of the tactics that they tried to do as far as an anti-union campaign. They also sent all of the BFI-Allied work employees a video of one of our organizers coming up to the job trying to get the company to recognize us.

They put John Sholtes on a video with devil eyes and flames coming up on his face, trying to tell us, "Oh, you don't want the Teamsters Union because this is what they look like."

But we didn't listen. We still continued to get the Teamsters in.

We also had another tactic where BFI was trying to get a landfill, a transfer. We went and talked to Senator Vincent Fort to try to get him to stop them from being able to purchase the transfer station if they did not recognize us as a union, to try and help both ways. It was the Metro Atlanta Transfer Station. And we succeeded, we stopped them, they was not able to purchase that transfer station.

(Applause)

I also met with workers from California, Alabama and Florida during the campaign to build a stronger national group of sanitation workers that will solidly unionize from coast to coast.

Now that we have a union, we need to organize more workers and build a good foundation in

the South that we can grow from, so let's keep on moving and vote Hoffa in.

(Applause)

LARRY BALDWIN
Southern Sanitation Workers

Good afternoon, I am Larry Baldwin, one of the Southern Sanitation Workers also. We just recently organized a union over the last two years, where we had a lot of obstacles that came our way, a lot of — Allied Waste-BFI threw a lot of ugly stuff at us; fired several guys that helped organize the union. They terminated them for speaking out, just standing up. Well, just for little things. We didn't have to do anything real solid, just come to work and wear our toboggan cap and lose your job.

Well, we finally got together and got — called Chuck Stiles there, which was the organizer. He came down and met with us guys. From there we formed the union. Now we're very, very strong now. We have a voice in the company now. I'm proud to be a local union worker. Now I'm a local shop steward there at Allied Waste, Mobile, a proud union worker.

(Applause)

BROTHER LaVON LINDSEY
IBT Local 911, Mobile, AL
Shop Steward

Hi, my name is LaVon Lindsey. I'm also known as Rooster. And I want to tell you, they put me up here last because I ramble on, so I'm going to try to keep it short.

I count it a privilege and an honor to be standing before you today. This is a great honor for me to address you, to tell you I appreciate you, Mr. Hoffa, and all the Teamster delegates and members. I mean, it makes you feel good.

It says an International Brotherhood. Well, to me it feels like the Big Brother. Because since they come along, everything has changed. Before they come along, it was a hectic place to

work. We worked under management to where they had a zero-tolerance policy. We had a guy, he was going to seminary school, a great guy. He'd been with the company eight-and-a-half years. He was a hopper on back of a truck for four of those years, worked his way up to driving a truck. He had one accident, zero tolerance. You couldn't have no accidents, they thought you had to be in perfect in this company we worked for. They fired the man on the spot.

Since Teamsters come in, they respect you now, Brother. When I walk in the room — I'm a steward, a shop steward of my local out of 911 out of Mobile, I'm a steward at the landfill BFI-Timberland.

(Applause)

Whenever you go in there now, you look at the bossman, it's kind of like you're looking eye to eye, where used to he was standing over you with a whip, you know, and made you feel like you was less a person than what you are. Since we've got the Teamsters in, Brother, they look you in the eye now, because whenever you tell them, "Hey, we're not going for that no more, if you don't believe that, we'll fill out a grievance right here, do you want it, or do you want to go the way it's supposed to go, the way the contract says that you don't go? That's the way it's going to be."

(Standing ovation)

I tell you, we had a bunch of organizers out of the Local 991. You've heard Chuck Stiles; John Sholtes, Mr. Hollywood. Whenever they come in to help organize this place, everybody was scared. Me, myself, I was scared.

My dad — nobody has ever been in no union. Nobody in my family that I knew of immediately had been in no union. So I was kind of scared myself, especially whenever they drag you off a machine and tell you if you don't watch what you say, there's going to be a change in your position. And I have been told that.

But after I got to talking with Chuck Stiles

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and John Sholtes and all these guys and finding out I had rights under the Labor Law and I could do this and I could do that, Brother, it was like they gave me a set of boxing gloves. I guarantee you, after that I realized that, hey, they couldn't run me off. You know, as long as I used my head and I didn't go against the grain. You know, I went by the book. And I'd call them, I'd say, "Look here, I'm fitting to go in there and I'm going to tell them this" or "I'm going to tell them that. Can I do that?"

"Yes, sir, you go right ahead, you got it, Brother, we'll be behind you."

But whenever they come along we was all scared. And you all talk about organizing. Brother, I want to tell you that was a good group right there because we was scared, nobody wanted to really speak out about it. These guys come and made house calls, I mean house to house to house. I helped do the foot work, get addresses and all. These guys went to these fellas' houses. Before you know it, we was having our little old meetings, you know, in a little old local place there in Brewton, Alabama. And people were showing up. It started out 11 people, then we got 19. Then at a while, everybody there was showing up.

I want to tell you, December the 17th of '05, we voted our first contract in. I'm going to tell you, that's the greatest feeling that you'll ever have whenever you're used to working for poor wages and poor benefits and mistreated like we was. It's a good feeling to sign a contract.

(Applause)

Like I said, I ain't going to ramble on because I could, Brother, I tell you, I feel the bubble inside of me.

Just a note, I want to tell you again I appreciate you. Mr. Keegel, Mr. Hoffa, I appreciate you guys, I look up to you, because you've done something for me that nobody else would do. You've helped my family out.

I get better wages now. I can carry my kids to

the doctor because I've got good insurance, and it's all because the International Brotherhood of Teamsters have stepped in. I've got a voice, and I thank you for it. Thank you.

(Standing ovation)

GENERAL PRESIDENT HOFFA: We will now consider some of the resolutions from the Resolution Committee.

Will the co-chairs come up here, Frank Biekx of Teamsters Local 880 and Frank Soehl from Local 701.

Ernie Soehl.

REPORT OF THE RESOLUTIONS COMMITTEE (Resumed)

COMMITTEE CO-CHAIRPERSON SOEHL: General President Hoffa, General Secretary Tom Keegel, it's an honor to address this committee today, and again it's Ernie Soehl, not Frank Soehl, from New Jersey.

(Laughter)

First, I'd like to thank all the local unions, the joint councils, all the members that submitted resolutions to the committee. There was over 55 resolutions submitted, more than double than the 2001 Convention.

There was a lot of debating on the resolutions. A lot of resolutions were sent to different committees. And I'm proud to announce that all of the resolutions were unanimously voted on.

I'd like to thank my co-chairman, Frank Biekx from Local 880 in Windsor, Ontario. And again, we had about 50 people on the committee. If you could stand and give them a round of applause, it was a lot of work that they did.

(Applause)

Thank you.

Mr. Chairman, I ask that we dispense with the reading of the following resolutions. If the delegates would like to review them, they are available in the books. I would also like to make a motion that these resolutions be adopted:

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"Bargaining to Organize."

"Fighting Smart."

"Strong Contracts to Set Industry Standards."

"Freight Organizing."

"Health and Welfare Benefits."

"IBT Department of Training and Development."

"IBT Support for Rail Conference Members at Amtrak."

"Immigrant Workers."

"Joint Campaigns."

"A More Democratic Union."

"Increased Member Participation."

"National Master Automobile Transport Negotiations."

"National Reciprocal Agreement Resolutions."

"National Security."

"Occupational Training."

"Once a Teamster Always a Teamster."

"Organizing the Global Supply Chain."

"Petition to Congress to Make Voting Rights Act of 1965 Permanent."

"Preserving Fundamental Solidarity."

"Principles in Collective Bargaining."

"Reclassifying Independent Contractors."

"The School Bus Campaign."

"Teamsters Commitment to Uniform Justice."

"Cintas as a Key National Organizing Campaign."

"The Right to Organize."

"Trade."

"Transportation Safety."

"Universal National Health Care."

And "Waste Organizing."

Mr. Chairman, I ask to adopt these resolutions by this committee, all unanimously approved, and I ask that it go to a vote. Thank you. Thank you, sir.

GENERAL PRESIDENT HOFFA: Mike 2.

VICE PRESIDENT AT-LARGE GEGARE: I second that motion.

GENERAL PRESIDENT HOFFA: Okay. We have a motion and a second to handle all the resolutions as prescribed by Ernie Soehl.

Looking around here, I don't see any discussion. All those in favor of adopting the resolutions, signify by saying aye.

Anybody oppose?

None being heard, they are all adopted.

...The following resolutions were submitted for inclusion in the record:

BARGAINING TO ORGANIZE

WHEREAS, Teamster skill at the bargaining table is widely and justifiably renowned; and

WHEREAS, that skill has been successfully employed to bargain for organizing rights for residual and other units in already organized companies, as was done at USF Bestway, UPS Menlo and various casinos; and

WHEREAS, using bargaining power to win organizing rights can achieve still more strength for future contracts; and

WHEREAS, bargaining for employer neutrality and alternative recognition processes such as card checks can be the most effective way to overcome employer hostility to new organizing; and

WHEREAS, the ability to bargain for organizing rights is dependent on researching and exploiting all of the union's relationships with the employer as well as common contract expiration dates across locals;

NOW, THEREFORE, BE IT RESOLVED, that this twenty-seventh convention of the International Brotherhood of Teamsters strongly encourages all local unions and negotiating teams to demand organizing rights at the bargaining table wherever appropriate; and

BE IT FURTHER RESOLVED, that local unions and negotiating teams should leverage their power with Teamster employers, and should coordinate to ensure that they have common expiration dates with common employers; and

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BE IT FURTHER RESOLVED, that the Teamsters encourage all local unions, officers and joint councils to educate members about the benefits of bargaining to organize and seeking neutrality agreements and card check recognition when employers undermine workers' right to organize.

FIGHTING SMART: STRONG CONTRACTS TO SET INDUSTRY STANDARDS

WHEREAS, the rapid consolidation and globalization of industries makes it more challenging for workers to exercise power; and

WHEREAS, management has become increasingly sophisticated in its attempts to keep wages low and benefits meager; and

WHEREAS, the ability to solve problems by workplace action has been limited by anti-worker politicians; and

WHEREAS, the ultimate weapon of organized labor — the strike — is increasingly hard to exercise, as employers are more eager to hire replacement workers; and

WHEREAS, the challenge for the Teamsters Union and all of organized labor is to raise living standards through contracts that set industry standards; and

WHEREAS, strong contracts and control over labor markets are often the most potent way to attract new members to the Teamsters; and

WHEREAS, winning strong contract standards often requires non-traditional, comprehensive tactics, such as strategic targeting, public relations, well-planned community outreach, corporate campaigns and intimate knowledge of employers and industries; and

WHEREAS, the Teamster divisions have specialized knowledge of Teamster industries and coordinate activities among local unions in similar industries; and

WHEREAS, contract fights are some of the

most effective opportunities to engage members,

NOW, THEREFORE, BE IT RESOLVED, that negotiating teams take the fight for strong contracts outside of the workplace and use the media and community to strategically engage employers during contract and organizing fights; and

BE IT FURTHER RESOLVED, that local unions coordinate bargaining through relevant trade divisions and joint councils to set industry standard contracts, as well as to seek support from the Strategic Research and Campaign Department; and

FINALLY, BE IT RESOLVED, that local unions, joint councils, and trade divisions coordinate their organizing and bargaining so as to increase union density that leads to strong industry and area standards.

FREIGHT ORGANIZING

WHEREAS, the membership of the International Brotherhood of Teamsters was built on the backs of the freight industry; and

WHEREAS, the growth of the small package industry has helped build this great Union to where we are today; and

WHEREAS, the membership of the freight and small package industries are an integral part and the back bone of the future of the IBT; and

WHEREAS, the organizing potential in the freight industry could add thousands of new Teamster jobs to our Union; and

WHEREAS, adding thousands of new members will have a direct and positive effect on our Teamster pension and health & welfare funds; and

WHEREAS, current freight members will be a vital component to the success of organizing new members in this industry; and

WHEREAS, educating these members will be a vital component to the success of organizing new members in this industry; and

WHEREAS, the consolidation of the freight industry, driven in large part by UPS and FedEx acquisitions of national and regional freight carriers, uniquely positions us to utilize the combined strength of our membership to further organize in these two industries; and

WHEREAS, we applaud the recent gains through our existing strength to achieve groundbreaking neutrality agreements from two major employers – UPS to organize Menlo and Yellow Roadway Corporation to organize USF Bestway;

NOW, THEREFORE, BE IT RESOLVED, to continue to use our strength at the bargaining table and organizing in the field to win major gains in these core industries; and

FINALLY, BE IT RESOLVED, a top priority and full commitment of this Union is this commitment to organize UPS Freight formerly Overnite Transportation.

HEALTH AND WELFARE BENEFITS

WHEREAS, the Teamsters have fought for and sustain some of the most generous health and welfare plans in the United States through collective bargaining; and

WHEREAS, Teamster-affiliated health and welfare funds make up one of the largest purchasers and providers of healthcare benefits in the country; and

WHEREAS, the cost of health care has continued to escalate, especially in the areas of prescription drugs and retiree health; and

WHEREAS, our Teamster employers are constantly pushing for benefit reductions and cost shifting onto our members; and

WHEREAS, the International Brotherhood of Teamsters helps retirees pay for prescription drugs through a new National IBT Retiree Health Program that includes the only International Union sponsored Medicare Prescription Drug program;

NOW, THEREFORE, BE IT RESOLVED,

that the International Brotherhood of Teamsters continues to communicate to Teamster health plans and Teamster bargainers about legislative issues and lobbying efforts to preserve multi-employer health plans, group purchasing programs like TeamsteRx, collective bargaining issues, trustee education, and other benefit matters including the establishment of a national IBT Health and Welfare Fund; and

FINALLY, BE IT RESOLVED, that this twenty-seventh convention of the International Brotherhood of the Teamsters strongly encourages all affiliated health plans and Teamster bargainers to support these legislative efforts, to share information and to work together to develop cost-saving strategies such as purchasing coalitions, retiree health initiatives, benefits bargaining strategies, and new innovative benefit programs to preserve our strong tradition of providing meaningful benefits to our membership.

IBT DEPARTMENT OF TRAINING AND DEVELOPMENT

WHEREAS, corporate decision making has become increasingly centralized, eliminating genuine bargaining and problem solving at the local level; and

WHEREAS, many workplace concerns have become global in nature; and

WHEREAS, collective bargaining has been turned over to anti-union consultants; and

WHEREAS, all of these complex developments have a direct impact on Teamster members and all U.S. workers by driving down real earnings and benefits; and

WHEREAS, the best hope for overcoming these obstacles is through strategically oriented, well-trained leadership; and

WHEREAS, Teamster members, stewards, and officers are at the front lines in dealing with corporate consolidation and anti-worker policies; and

WHEREAS, maintaining a well-informed

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membership and leadership requires continuous and on-going development; and

WHEREAS, the number of Teamsters staff available to carry out this training is limited; and

WHEREAS, many Teamster members, representatives and officers have the ability to share knowledge and mentor members within the union; and

WHEREAS, the new International Brotherhood of Teamsters Department of Training and Development has a mission of developing a nation-wide training capacity integrated with the Change to Win mission and objectives;

THEREFORE, BE IT RESOLVED, that the IBT Department of Training and Development provide opportunities for Teamsters to strengthen core labor skills that give them the ability to effectively represent Teamster members in this challenging climate; and

BE IT FURTHER RESOLVED, that through the addition of regional staff members, the Department will work to provide these training opportunities as often at the regional level as possible; and

BE IT FURTHER RESOLVED, that each Teamsters Joint Council will appoint one Training Coordinator who will be a part of the IBT Department of Training and Development's Labor Education and Resource Network (LEARN) with their role and mission established by the Department, and that each of these Coordinators will mentor one person from every Local Union within their Joint Council to also become a part of LEARN; and

BE IT FURTHER RESOLVED, that a national Train-the-Trainer program and on-going regional Train-the-Trainer programs be established to provide the necessary methods and information for the LEARN network training coordinators; and

BE IT FURTHER RESOLVED, that the

IBT Department of Training and Development will continue to provide leadership training in a number of areas for officers and business agents through the Teamsters Leadership Academy, but will hold these programs at the regional level as often as possible to give everyone an opportunity to participate; and

BE IT FURTHER RESOLVED, that a new program be added to the traditional Teamsters Leadership Academy called NOTE, New Officers Training and Education, that will be conducted at least once a year for all newly elected officers; and

FINALLY, BE IT RESOLVED, that the IBT Department of Training and Development will make every effort to accommodate the multitude of requests for shop steward training and will continue to develop programs and materials that will help stewards in their important role of representing Teamster members at their work sites.

IBT SUPPORT FOR RAIL CONFERENCE MEMBERS AT AMTRAK

WHEREAS, the future of Amtrak is uncertain and many within the federal government, Amtrak management, railroads, and private industry have initiated policies and practices which are detrimental to members of the Teamsters Rail Conference at Amtrak; and

WHEREAS, the Brotherhood of Maintenance of Way Employees Division (BMWED) and the Brotherhood of Locomotive Engineers and Trainmen Division (BLET) of the International Brotherhood of Teamsters are a substantial part of the Amtrak workforce; and

WHEREAS, the Teamsters' Rail Conference and the International Union have worked diligently to oppose any legislation or policies that adversely affect its Amtrak members; and

WHEREAS, the effects of drastic changes in the structure of the company, train routes, or congressional mandates pertaining to labor

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could further devastate Amtrak and its workers, adversely affect other Rail Conference members in the railroad industry, and jeopardize the stability of the railroad retirement system; and

WHEREAS, Rail Conference members of the BMWED and BLET, under procedures of the Railway Labor Act, have been working over six years at Amtrak without an updated collective bargaining agreement;

THEREFORE BE IT RESOLVED, that the delegates to the 27th International Brotherhood of Teamsters Convention go on record in support of its Amtrak members in the Rail Conference; and

BE IT FURTHER RESOLVED, that the delegates to the 27th International Brotherhood of Teamsters Convention support the continued commitment of the International Union to provide the Rail Conference with the resources and legislative support necessary to secure both adequate funding for Amtrak and a fair and just contract for Amtrak workers; and

FINALLY, BE IT RESOLVED, that the International Union and the Rail Conference intensify efforts to secure a fair and just contract for its Amtrak members and defeat those who seek to destroy the quality of life and standard of living of the workers at Amtrak.

IMMIGRANT WORKERS

WHEREAS, most Americans are immigrants or descended from immigrants and should be naturally allied with the struggle for immigrants' rights; and

WHEREAS, the Teamsters have been and continue to be at the forefront of the effort to ensure that immigrant workers are treated with dignity and equal protection under the law; and

WHEREAS, the Teamsters recognize that the fight for immigrant rights is the same as the fight for workers' rights—in fact, immigrants come to this country to work for the American Dream. Their best, if not only, opportunity to

reach that dream is with a union; and

WHEREAS, our country should welcome our immigrants, as many come to the U.S. because of a lack of quality jobs in their home country, a situation made worse by America's failed trade policies; and

WHEREAS, immigrants stand on the frontlines of Teamster campaigns as workers organizing as port drivers, DHL system employees, Quebecor World employees, sanitation workers at Waste Management, Allied Waste and Republic Industries, school bus drivers at First Student, Laidlaw, and Durham; food processing workers; and parking lot employees; and

WHEREAS, the Organizing Department reflects the diversity of this great union with staff members who come out of their respective immigrant communities;

NOW, THEREFORE, BE IT RESOLVED, that this twenty-seventh convention of the International Brotherhood of Teamsters rejects and vehemently opposes the cynical actions of employers who use the threat of immigration law and deportation to frighten and intimidate workers who attempt to organize a union; and

BE IT FURTHER RESOLVED, that the Teamsters oppose the efforts in Congress to make it a felony to assist immigrants—which might include helping them to organize a union; and

BE IT FURTHER RESOLVED, that the International Brotherhood of Teamsters will seek to block all efforts in Congress to create a guest worker program, which would only trap workers in a situation of indentured servitude and lower industry standards for wages, benefits, and working conditions; and

BE IT FURTHER RESOLVED, that the International Brotherhood of Teamsters strongly encourages all local unions, officers and joint councils to work together to fight for the causes of workers—especially in the tradition of support for the Civil Rights Movement—and

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pledge our support to the fight for immigrant rights; and

FINALLY, BE IT RESOLVED, that Congress must pass an earned legalization program in order to end the underground second-class worker economy that exists and enable these workers to fight for their rights, demand better pay, demand better protections in the workplace, demand benefits, and organize which will uplift all workers.

JOINT CAMPAIGNS

WHEREAS, a staggering 87.5 percent of the workforce does not belong to a union; and

WHEREAS, large companies often pour millions of dollars into resisting unionization drives; and

WHEREAS, in today's economic environment no single union has the resources to single-handedly organize major national employers; and

WHEREAS, the Teamsters Union has found success in working collaboratively on joint campaigns with our sister union UNITE HERE at Cintas, the Las Vegas casinos, and the Los Angeles Century Boulevard; and

WHEREAS, the joint campaign with the Service Employees International Union to organize the "big three" private school bus companies also shows promise; and

WHEREAS, the Teamsters also believe in the joint campaign with the United Farm Workers in the food processing industry;

NOW, THEREFORE, BE IT RESOLVED, that the Teamsters support the concept of joint campaigns with our coalition Change to Win partners.

MORE DEMOCRATIC UNION – INCREASE MEMBER PARTICIPATION

WHEREAS, in 2001 the International Brotherhood of Teamsters ratified a "one member, one vote" policy in its constitution; and

WHEREAS, this policy makes the Teamsters one of the most democratic unions in the country, and one of the few to have direct election of top officers; and

WHEREAS, ballots are mailed directly to members' homes with paid returnable postage; and

WHEREAS, democracy is meaningless unless members take responsibility and vote in elections; and

WHEREAS, 23 percent of members participated in the last IBT election;

NOW, THEREFORE, BE IT RESOLVED, that the International Brotherhood of Teamsters urges all of its members to exercise their right to vote; and

BE IT FURTHER RESOLVED, that this twenty-seventh convention of the Teamsters encourages local unions and joint councils to communicate with members about the importance of participating in elections.

NATIONAL MASTER AUTOMOBILE TRANSPORTERS NEGOTIATIONS

WHEREAS, the transport and distribution of motor vehicles is a vital and significant segment of the North American economy; and

WHEREAS, Teamster members in the carhaul and truck transport industry are the most productive, skilled, and safest workers in the industry and perform some of the most difficult and rewarding work of any craft represented by the International Brotherhood of Teamsters; and

WHEREAS, the National Master Automobile Transporters Agreement sets industry standards for more than 15,000 drivers, dock, yard, maintenance, clerical and other Teamsters-represented workers in the motor vehicle transport and distribution industry in North America; and

WHEREAS, under the superior industry standards established by the 2003 National Master Automobile Transporter Agreement,

Teamsters Local Unions and the represented carhaul companies have entered “new business” agreements thereby creating new work opportunities in a market segment that has more than eighty per cent (80%) “Union density”; and

WHEREAS, Teamsters Local Unions in carhaul and truck transport are committed to organize the growing nonunion sector of this industry, coordinated through the IBT, to provide the benefits and standards of collective bargaining to all workers in this industry; and

WHEREAS, the Teamsters National Negotiating Committee and Teamsters Local Unions in the United States communicate and coordinate bargaining in this industry with the Local Unions of Teamsters Canada to continue to address the impact of international trade agreements that threaten the wages, benefits, and working conditions of Teamster members and their families in both nations; and

WHEREAS, the recent mergers of the Brotherhood of Locomotive Engineers and the Brotherhood of Maintenance of Way Employees with the IBT Rail Conference have provided unique organizing and bargaining opportunities for all our members in the automobile distribution segment of the North American economy; and

WHEREAS, while many of the Teamsters-represented carhaul carriers are currently making record profits, negligent financial and operational management at Allied and Leaseway have forced Teamsters members at those companies to not only produce the revenue, but effectively manage those businesses on a day-to-day basis; and

WHEREAS, the current National Master Automobile Transporters Agreement is scheduled to expire on May 31, 2008, and preparation for negotiations for the next Agreement will begin in late 2007; and

WHEREAS, the Teamsters’ goal in the 2007-2008 negotiations is to maintain and

advance contract standards for carhaul and truck transport workers in the areas of quality health care, strong pensions, safe working conditions, and wages so as to provide continued improvements in the standard of living for our members and their families;

THEREFORE, BE IT RESOLVED, that the International Brotherhood of Teamsters and all of its affiliated bodies pledge their full and complete support to the Teamsters Local Unions and Teamsters National Automobile Transporters Industry Negotiating Committee in the upcoming National Master Automobile Transporters Agreement negotiations.

NATIONAL RECIPROCAL AGREEMENT RESOLUTION

WHEREAS, many members have been, and continue to be, employed under one or more collective bargaining agreements or other agreements requiring their employers to contribute to more than one Teamster pension fund, with the result that many members are potentially eligible to receive a partial pension from each of several Teamster pension funds; and

WHEREAS, the movement of a member from one Teamster pension fund to another has often had an adverse effect upon that member’s pension benefits; and

WHEREAS, the problems created by the movement of members from one Teamster pension fund to another were previously addressed in the 1960s and 1970s through the adoption by some Teamster pension funds of a national reciprocal agreement which obligated participating Teamster pension funds to recognize service with other participating Teamster pension funds for purposes of determining a member’s eligibility for, and vested interest in, a pension benefit; and

WHEREAS, the passage of federal legislation such as the Employee Retirement Income Security Act of 1974 (“ERISA”), the increasing

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mobility of members and the growth and development of Teamster pension funds over the past 40 years have made it necessary to revise and update the 1965 National Reciprocal Agreement to enable it to meet the ever-changing needs of members; and

WHEREAS, the 2001 National Reciprocal Agreement which takes into account the existence of federal legislation regulating Teamster pension funds and the changing needs of members was prepared for consideration by Teamster pension funds; and

WHEREAS, the 2001 National Reciprocal Agreement has been adopted by a number of Teamster pension funds covering over half a million members over the course of the past several years;

NOW, THEREFORE, BE IT RESOLVED, that this Twenty-Seventh Convention of the International Brotherhood of Teamsters urges each Teamster pension fund that has not already considered and adopted the new National Reciprocal Agreement to do so at the earliest possible date; and

FINALLY, BE IT RESOLVED, that the appropriate officers and staff of the International Brotherhood of Teamsters be directed to work with each Teamster pension fund that has not yet adopted the new National Reciprocal Agreement to facilitate the consideration and adoption of such Agreement by that fund at the earliest possible date.

NATIONAL SECURITY

WHEREAS, now more than ever America's leaders must protect our borders, energy supply, ports, railroads, and our national security; and

WHEREAS, major gaps in these areas continue to persist, including:

- On our railroads. The nation's rail carriers are the largest transporters of hazardous materials cargo — deemed by the Department of Transportation to be poten-

tial weapons of mass destruction. Despite warnings by the FBI that the U.S. rail network is a likely target for terrorists, rail security has been left up to the rail carriers which, according to rail workers across the country, put profits before safety and security. Workers report inadequate training for terrorism prevention and preparedness, insufficient staffing levels that routinely leave hazardous cargo unattended and undeterred access to trespassers among the many vulnerabilities that still exist along the nation's rail system.

- At our ports. Many of the country's 100,000 port truck drivers are classified as independent contractors, meaning that they net as little as \$5 to \$7 an hour. The drivers' severe financial uncertainty makes them susceptible to blackmail and bribery and induces those workers who are actually qualified to seek jobs in other parts of the transportation economy. Many of the current port truck drivers operate without hazmat certificates. Many lack proper licensing. A recent report by the Dept. of Homeland Security found that over half of the 9,000 truck drivers at the Port of New York and New Jersey have criminal records. And, moreover, the independent contractor systems means there is no employer of record -- and hence no accountability.
- At our borders. The North American Free Trade Agreement provided that by 1996 Mexican trucks would be able to drive and make deliveries in the U.S. Citing safety and environmental concerns, Congress blocked this provision from taking effect. But we need to be vigilant in enforcing a strict inspection regimen for cargo crossing into the United States and subjecting foreign truckers to the same certification and training requirements as U.S. truckers.

- At the gas pumps. Nearly 60 percent of oil consumed in the United States is produced in the Middle East and other politically unstable regions. Our lack of a domestic energy supply forces us to be dependent on unfriendly regimes that have the power to wreak havoc on the U.S. economy. Just look at what's happened to gasoline in recent months. Prices have skyrocketed to \$3 a gallon, squeezing working Americans and eroding the profits of energy-intensive industries.
- With defense contracting. Outsourcing of critical defense systems is on the rise. For the first time ever, American presidents won't ride in American-made Marine One helicopters. That's because the Pentagon chose to yank the contract for the helicopters from Teamster members who work at Sikorsky Aircraft and instead outsource production to foreign-owned Augusta-Westland, which is based in Italy.

NOW, THEREFORE, BE IT RESOLVED, that the International Brotherhood of Teamsters will fight for policies that make our borders and infrastructure more secure. These include:

- Ensuring the implementation of safety and security policies that address the pervasive vulnerabilities of our nation's rail network and that hold the rail carriers accountable for protecting the safety and security of rail workers and the American public from a catastrophic tragedy on the rails.
- Making sure port truck drivers become part of a stable workforce, reporting to unionized companies that screen all workers and require drivers to pass background checks.
- Making sure the southern border remains closed to unsafe Mexican trucks.
- Reducing our dependence on foreign energy supplies, particularly oil from unstable and unfriendly nations in the Middle East. This means increasing development of

domestic energy resources, including oil, natural gas, and clean coal and establishing a single, secure repository for the nation's spent nuclear fuel.

- Stopping outsourcing and requiring defense contractors to hire qualified, skilled, and experienced – in other words union – workers in order to ensure that our troops get the safest and most reliable weaponry, equipment, and supplies possible. We also need to reverse the decline of our manufacturing base, which leaves us vulnerable to the whims of foreign regimes that now control the production of our manufactured goods.

OCCUPATIONAL TRAINING

WHEREAS, the objective of this International Union to secure improved wages, hours, working conditions, and other economic advantages requires highly trained members who are provided with all the skills necessary to adapt to the changing requirements of their craft; and

WHEREAS, the Union needs to be active in providing skills-based training programs for our members to improve and secure their employment, work opportunities, and the success of their industries; and

WHEREAS, continuous skill improvement of our membership will allow us to maintain our demands for reasonable hours, fair wages, improved working conditions, and help shield the members from the challenges of a global economy dominated by multi-national corporations; and

WHEREAS, many employers require additional employees with skills necessary to perform work within traditional Teamster-represented bargaining classifications; and

WHEREAS, providing training to employees entering Teamster industries accomplishes the dual purpose of supplying qualified workers

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to Teamster employers and educating new employees and persons employed by non-Teamster employers as to the benefits of becoming members of the Teamsters Union;

ACCORDINGLY, THEREFORE, BE IT RESOLVED, that it shall be incumbent upon the Teamster negotiators of all area, multi-area, national, multi-employer, company-wide, or industry-wide negotiations for an area, multi-area, national, multi-employer, company-wide, or industry-wide agreements ("master agreements") to make all possible efforts to require, through collective bargaining, employers to contribute, in an hourly amount determined by the negotiating committees, to the Teamsters National Education and Training Fund.

ONCE A TEAMSTER, ALWAYS A TEAMSTER

WHEREAS, in 1903, a new union for the teaming-craft, the International Brotherhood of Teamsters, was established; and

WHEREAS, from the very start, the Teamsters were the backbone of American industry; and

WHEREAS, for over 100 years, the Teamsters union has worked to achieve dignity and justice in the workplace, political, and social justice for all; and

WHEREAS, Teamsters have historically faced obstacles in achieving their goals, yet have been undaunted in daunting circumstances; and

WHEREAS, Teamsters stand together in solidarity and have struggled to build their union into the strong and diverse organization that it is today; and

WHEREAS, Teamster brothers and sisters recognize and respect the struggles of those who have gone before them and know that "brick by brick" they will continue to build, with pride, upon the foundation that was created by others; and

WHEREAS, retired Teamsters are the foundation of our union and that although they have left their jobs — they never leave their union; and

WHEREAS, in retirement, retired Teamsters proudly stand shoulder to shoulder in solidarity with their working brothers and sisters — ready to support them in their struggles for justice in the workplace and elsewhere;

BE IT HEREBY RESOLVED that the Teamsters Union affirms that retired Teamsters are the foundation of our great union; and

FINALLY, BE IT RESOLVED, that Teamster retirees are lifetime supporters and contributors to the union; and shall continue to help strengthen and build our great union through their participation in the life of the union.

ORGANIZING THE GLOBAL SUPPLY CHAIN

WHEREAS, the rail, road transport, container shipping, and air freight industries constitute the basic building blocks of global trade; and

WHEREAS, these industries are under mounting pressure to link the expanding operations of the global supply chain; and

WHEREAS, the major transportation industries are consolidating and are now dominated by fewer but bigger global corporations; and

WHEREAS, companies are increasingly outsourcing their logistics to companies like UPS, DHL, FedEx, and TNT with the goal of seamless global distribution to feed just-in-time delivery; and

WHEREAS, these dominant logistics companies are lobbying government on massive infrastructure investment decisions that focus on greater profits for these companies rather than benefit for U.S. local communities and workers; and

WHEREAS, this process of corporate concentration, deregulation and fierce global com-

petition is leading to increased pressures on transportation workers as multi-national corporations increasingly attempt to compete through increasing productivity demands, lowering working conditions, and disregarding employee rights. Corporations are increasing their use of automation, casual labor, extended hours, and owner-operators; and

WHEREAS, the new links between producers and consumers create both threats and opportunities for transportation workers. One of the risks is that corporations and their allies in government will increasingly attempt to exploit low-wage hubs, offshoring U.S. transportation jobs. However, the extended global supply chains and transportation corridors also create new opportunities for global union solidarity;

NOW, THEREFORE, BE IT RESOLVED, that the Teamsters will prioritize organizing workers in the U.S. and Canadian parts of the global supply chains including the logistics companies, key transport hubs as well as the rail, air, and port freight transport industries; and

BE IT FURTHER RESOLVED, that the Teamsters support building Global Union Networks and Global Strategic Campaigns with transport unions around the world who organize workers and bargain with these same companies in cooperation with the International Transport Workers' Federation; and

FINALLY, BE IT RESOLVED, that the Teamsters will work to build stronger relations with Mexican transport workers to prevent their exploitation by global companies through strong trade unions.

PETITION CONGRESS to MAKE VOTING RIGHTS ACT of 1965 PERMANENT

WHEREAS, Americans, known and unknown, of different races, ethnicities, and religions, risked their lives to stand for political equality and against racial discrimination in a

quest culminating in the passage of the Voting Rights Act of 1965; and

WHEREAS, numerous Americans paid the ultimate price in pursuit of that quest while demanding that our nation live up to the guarantees enshrined in the 14th and 15th amendments to the United States Constitution; and

WHEREAS, the historic struggle for equal voting rights led nonviolent civil rights marches to gather on the Edmund Petus Bridge in Selma Alabama on March 7, 1965, a day that would come to be known as "Bloody Sunday," where their bravery was tested by a brutal response, which in turn sent a clarion call to the nation that the fulfillment of democratic ideals could no longer be denied; and

WHEREAS, eight days after "Bloody Sunday" President Lyndon B. Johnson called for a comprehensive and effective voting rights bill as a necessary response by Congress and the President to the interference and violence, in violation of the 14th and 15th amendments, encountered by African American citizens when attempting to protect and exercise their right to vote; and

WHEREAS, a bipartisan Congress approved the Voting Rights Act of 1965 and on August 6, 1965, President Lyndon B. Johnson signed this landmark legislation into law; and

WHEREAS, the Voting Rights Act of 1965 effectuates the permanent guarantee of the 15th amendment that the right of citizens of the United States to vote shall not be denied or abridged by the United States or by any State on account of race, color, or previous condition of servitude; and

WHEREAS, several of the provisions of the Voting Rights Act of 1965 will expire in August 2007 unless Congress acts to preserve and make them permanent; and

WHEREAS, Section 5 of the Voting Rights Act of 1965, which is considered by many to be the heart of the law and is up for renewal in

2007, requires that specific jurisdictions get approval from the Justice Department for any changes in voting procedures to ensure that they do not deny African Americans the right to vote; and

FINALLY, BE IT RESOLVED, by the 27th International Brotherhood of Teamsters Convention, assembled in Las Vegas, Nevada June 26-30, 2006, that officers and members of the International Brotherhood of Teamsters urge the United States Congress to make the Voting Rights Act of 1965 permanent.

**PRESERVING FUNDAMENTAL
SOLIDARITY PRINCIPLES IN
COLLECTIVE BARGAINING**

WHEREAS, corporations determined to undermine prevailing standards and weaken worker solidarity have attempted to eliminate workers' core contractual and legal rights, including union security and work preservation clauses; equitable grievance procedures; and clauses that preserve the right to engage in lawful economic activity in support of their own bargaining unit, as well as legal activities in support of bargaining units covering their fellow workers; and

WHEREAS, corporations, in their effort to splinter our economic power by eliminating these contractual protections that foster worker solidarity, have alternatively coerced workers and offered financial benefits to members who abandon their legal rights; and

WHEREAS, local unions and negotiating committees have been pressured into presenting these destructive collective bargaining proposals for ratification without adequately educating members of the importance to themselves and their fellow workers of maintaining such provisions and protections; and

WHEREAS, once an employer succeeds in weakening or eliminating these core contractual protections in one bargaining unit it uses that

concession to browbeat other bargaining units to accept the same concessions, often threatening to relocate work or close operations if the members insist upon maintaining their stronger contract language; and

WHEREAS, once employers succeed in eliminating non-economic contractual protections, they inevitably attempt to attack economic benefits in subsequent negotiations and workers are then unable to exercise the full range of legal rights to retain their economic benefits; and

WHEREAS, Article XII of the International Constitution is intended to enforce the maintenance of standards and contract language that protects the right of members to act in solidarity with their fellow workers by mandating that proposed collective bargaining agreements be submitted to either the joint council or appropriate trade division for review before they are submitted for ratification; and

WHEREAS, Article XII, Section 10 authorizes the General Executive Board to enforce the requirement that proposed contracts be submitted to review and, if it is determined following a hearing that a proposed contract has not been submitted to review and that core contractual protections have been eliminated or weakened, to take appropriate action against local unions or local union officials, including placing the local in trusteeship, filing charges against the officers, or transferring jurisdiction to another local union; and

WHEREAS, compliance with Article XII, Section 10 by local unions protects all workers and is the only practical means of resisting corporate pressure through united and coordinated action;

NOW, THEREFORE, BE IT RESOLVED, that this Convention reaffirms its commitment to the pre-ratification contract review requirement of Article XII and urges local unions and bargaining committees to fully educate mem-

bers of the importance of maintaining non-economic contract clauses that protect core legal rights; and

BE IT FURTHER RESOLVED, that the delegates urge the General Executive Board to fully exercise its authority under Article XII, Section 10 and that, in the event a local union fails to comply with the contractual review requirements of Article XII and negotiates a contract that has a detrimental impact on its bargaining unit or forfeits the right of its members to assist workers in other segments of the employer or industry, the General Executive Board is urged to exert its authority to ensure that the Local is not able to further damage or undermine existing standards and protections.

RECLASSIFYING INDEPENDENT CONTRACTORS

WHEREAS, more and more employers are intentionally misclassifying their workers as "independent contractors" instead of as employees; and

WHEREAS, by doing this, employers avoid paying for unemployment insurance, workers' compensation, Social Security, and other payroll costs; and

WHEREAS, workers suffer under this arrangement, as they alone face the risks of doing business and have to pay all of their insurance expenses as well as the cost of maintaining equipment; and

WHEREAS, this practice undermines those businesses that play by the rules, threatening labor standards and the survival of union companies; and

WHEREAS, misclassification of independent contractors is a major problem in traditional Teamster industries, as well as a phenomenon across the economy; and

WHEREAS, the public also has to pick up the burden imposed by irresponsible employers who misclassify workers as independent contractors.

When the workers get hurt on the job or laid off they turn to state funds that the employers have not paid into; and

WHEREAS, workers have started to fight back against some companies that abuse independent contractor status, especially at FedEx Ground where drivers in more than 20 states have filed class-action lawsuits challenging their classification as independent contractors; and

WHEREAS, forward-thinking state agencies have realized that cracking down on this practice is in their enlightened self-interest, but far more states need to follow the same path;

NOW, THEREFORE, BE IT RESOLVED, that the International Brotherhood of Teamsters, its Local Unions and Joint Councils will press state and federal agencies to conduct audits to identify employers that misclassify workers as independent contractors and then punish those businesses that abuse the system; and

BE IT FURTHER RESOLVED, that we will fight for laws in state legislatures and Congress that close the loopholes that allow employers to wrongly classify workers as independent contractors.

SCHOOL BUS CAMPAIGN

WHEREAS, the school bus industry has dramatically changed in recent decades, transforming from an industry characterized by public sector employers that provided decent pay and benefits to one dominated by major multinational corporations; and

WHEREAS, three big companies – Laidlaw, First Student, and Durham – are the three largest employers; and

WHEREAS, the privatization has hurt school bus drivers who are now paid between \$9 and \$15 an hour, have no retirement security and often receive no paid sick days; and

WHEREAS, school children have also suffered from this change, as chronically short

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staffing in the industry has led to longer and longer bus routes to school and minimal safety standards; and

WHEREAS, the problem is not one of small profits that can't be passed onto workers, as the private school bus industry is valued at \$4 billion, is growing by seven percent a year and employs 145,000 workers; and

WHEREAS, for the past ten years the Teamsters have organized workers at the three big school bus companies, bringing 3,000 new workers into the union; and

WHEREAS, a campaign to organize the 55,000 unorganized workers at the three large companies requires innovative tactics, dealing with these companies globally as opposed to through the NLRB bottleneck; and

WHEREAS, no single union has enough resources to organize this industry on its own; and

WHEREAS, the Teamsters and its partner in the campaign – the Service Employees International Union – have forged strong relationships with the Transport & General Workers Union in the U.K., where Durham and First Student are based;

NOW, THEREFORE, BE IT RESOLVED, that the Teamsters adopt the school bus industry as a major priority for organizing; and

BE IT FURTHER RESOLVED, that this twenty-seventh convention of the Teamsters recognizes that the traditional NLRB route is not going to bring these companies to the table, and that we instead need to use all economic, political, community and other pressure to drive up standards for school children, their families, communities, and workers; and

FINALLY, BE IT RESOLVED, that because the large employers are global corporations, the Teamsters will work with its partner unions in the U.K.

TEAMSTER COMMITMENT TO "UNIFORM JUSTICE": CINTAS IS A KEY NATIONAL ORGANIZING CAMPAIGN

WHEREAS, Cintas, the largest and most profitable company in the laundry industry, has a stated anti-union philosophy: its employee handbook says that unions make "teamwork difficult," cause "companies to be noncompetitive," cause "lower quality," and cause "lost jobs and less job security for employees;" and

WHEREAS, Cintas has systematically "de-unionized" its operations through the running of decertification campaigns at unionized locations (over 40 since 1990); closed "acquired" union facilities (over 30); and aggressively fought any union organizing attempts; and

WHEREAS, Cintas has worked closely with the National Right to Work Committee and union-busting firms like Craft Barressi Consulting, whose objective is to deny workers their fundamental human right to join a union; and

WHEREAS, Cintas is the subject of a national overtime lawsuit for failing to pay drivers overtime; and

WHEREAS, Cintas is the subject of a discrimination lawsuit that the EEOC recently joined, claiming that there was "sufficient and reasonable basis to believe that Cintas discriminates against women in the recruitment and hiring of sales drivers..."; and

WHEREAS, the Teamsters recognize that if Cintas is able to continue to grow as a non-union company, unions will cease to exist in the industry in the near future; and

WHEREAS, Cintas as the industry leader is responsible for driving down the wage and benefit standards in this once highly organized industry; and

WHEREAS, the Teamsters recognize that if Cintas is allowed to continue to grow as a non-union company, our current members and other unionized workers in the industry as well as

those workers at Cintas will be worse off; and

WHEREAS, the Teamsters have joined with UNITE HERE to challenge Cintas' anti-union philosophy and to bring justice to Cintas workers;

THEREFORE, BE IT RESOLVED, that the International Brotherhood of Teamsters reaffirms its commitment to the joint organizing campaign – "*Uniform Justice*" – with UNITE HERE, and establishes this campaign as one of the major, national initiatives of the International Brotherhood of Teamsters.

THE RIGHT TO ORGANIZE

WHEREAS, the freedom to form a union is a fundamental human right, recognized in the Universal Declaration of Human Rights and the National Labor Relations Act; and

WHEREAS, we live under the most anti-worker, anti-union U.S. administration since the 1920s; and

WHEREAS, management responds to nearly all organizing campaigns with vicious, anti-worker counter-campaigns, including forcing employees to attend closed-door meetings in 92 percent of campaigns, requiring supervisors to attend anti-union training sessions in 80 percent of instances, and illegally firing workers for wanting to join a union in 25 percent of campaigns; and

WHEREAS, the NLRA—which was meant to provide an even playing field—is broken and doesn't protect workers' rights, often leading to years of administrative delays; and

WHEREAS, there is currently a political agenda to prevent workers from organizing through card check recognition, thereby denying workers the right to freely choose union representation; and

WHEREAS, the only rights that Teamsters and other working people have are the ones that we fight for;

NOW, THEREFORE, BE IT RESOLVED,

that the International Brotherhood of Teamsters and all of its locals and affiliates rededicate ourselves to the fight for the right to organize; and

BE IT FURTHER RESOLVED, that local unions and negotiating teams should adopt new strategies in the face of hostility from management and pressure companies to sign neutrality and alternative recognition process agreements; and

BE IT FURTHER RESOLVED, that Teamsters make every effort to include organizing rights language (card check, neutrality, and other forms of alternative recognition) in all contracts; and

BE IT FURTHER RESOLVED, the IBT will mobilize economic and political resources to insure that workers are afforded the free choice to choose union representation through card check recognition; and

FINALLY, BE IT RESOLVED, that the International Brotherhood of Teamsters and all of its locals and joint councils should demand that politicians seeking our support sign on to the Employee Free Choice Act now before Congress.

TRADE

WHEREAS, the purpose of trade policies should be to lift up workers everywhere; and

WHEREAS, we know from recent history that trade agreements can benefit workers, as occurred with the U.S.-Jordan Free Trade Agreement that allowed labor standards to be taken to dispute resolution; and

WHEREAS, unfortunately Jordan was the exception instead of the rule, with trade agreement after trade agreement failing to include meaningful labor protections and instead serving the interests of multi-national corporations; and

WHEREAS, the North American Free Trade Agreement set a devastating blueprint for future trade agreements by contributing to: rising

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income inequality, suppressed real wages, weakened workers' collective bargaining power, the loss of one million U.S. manufacturing jobs, a tenfold increase in our trade deficit with Canada and Mexico to \$95 billion; and

WHEREAS, NAFTA restricts the ability of governments to regulate services and protect public safety and health; and

WHEREAS, the fact that half of Mexico's workforce still earns less than \$8 a day and that 1.5 million Mexican farmers lost their livelihood as a result of NAFTA only proves that Mexico has not benefited from NAFTA either; and

WHEREAS, the Bush administration and Congress should be denounced for passing the Central American Free Trade Agreement, which was modeled after NAFTA and paved the way for greater trade deficits and manufacturing job losses while failing to include basic workplace protections; and

WHEREAS, Guatemala and Costa Rica actively weakened their countries' labor standards in order to gain a competitive trade advantage under CAFTA; and

WHEREAS, since Permanent Normal Trade Relations were established with Beijing the U.S. trade deficit with China has increased by more than 45 percent, to more than \$200 billion; and

WHEREAS, China shamefully manipulates its currency to gain an unfair trade advantage; and

WHEREAS, Human Rights Watch has found that Chinese workers lack the right to form independent unions, have inadequate healthcare and wages, do not enjoy basic safety protections, and are punished for protesting inadequate pay and working conditions; and

WHEREAS, the World Trade Organization's Doha Rounds include discussion of dangerous rules that could undermine federal or state regulations, threaten the few trade remedy laws that benefit impacted workers and businesses, and

create a guest worker program. Fortunately, talks have stalled; and

WHEREAS, the Bush administration should be blocked from implementing the proposed free trade agreements with Andean countries, Peru, Bahrain, Oman, and the United Arab Emirates;

NOW, THEREFORE, BE IT RESOLVED, that Congress must alleviate the detrimental impact China is having on our economy by making sure that China stops manipulating its currency and follows international labor standards; and

BE IT FURTHER RESOLVED, that this country support fair trade instead of free trade by ensuring that partners' labor laws meet ILO core standards, including: freedom of association, the right to organize and to bargain collectively, freedom from child labor, forced labor, and discrimination

TRANSPORTATION SAFETY

WHEREAS, the Teamsters Union represents hundreds of thousands of workers in the transportation industry who earn their living driving on our nation's highways, traveling its rail lines, flying on airplanes, and working at our seaports, and;

WHEREAS, these transportation workers do not perform their duties in a traditional workplace environment such as a manufacturing plant or factory floor but deserve a safe and healthy work environment, and;

WHEREAS, fatigue remains a problem in all modes of transportation, from flight and duty time restrictions in the airline industry for pilots and flight attendants to hours-of-service regulations for truck drivers and railway employees, and;

WHEREAS, these regulations are under attack in Congress by corporation lobbyists like Wal-Mart, who attempted to pass legislation to increase the on-duty time for truck drivers; and

WHEREAS, the Teamsters Rail Division conducted a Safe Rails/Secure America Survey and published a report citing the safety and security dangers prevalent in the railroad industry such as the use of remote control, track safety and worker training, unattended hazmat rail cars and running locomotives, and lack of inspections of tracks, bridges and tunnels for both safety and security threats, and;

WHEREAS, the railroads have been lax in initiating safety and security measures unless mandated by the Federal Railroad Administration; and

WHEREAS, one-hundred percent cargo screening has not been achieved in either the airline industry or in the ports and passenger screening remains a problem in the rail industry and these conditions have left our transportation facilities vulnerable to terrorist threats and compromise worker safety; and

WHEREAS, globalization and corporate interests, in chasing cheap labor costs, has caused the expansion of foreign repair stations for commercial aircraft, where foreign workers do not undergo criminal history record checks or drug and alcohol testing as U.S. airline workers do, and

WHEREAS, these practices have led to serious questions about the quality of repairs and the ultimate safety of aircraft repaired at foreign repair stations; and

WHEREAS, the Transportation Safety Administration rolled back restrictions on prohibited items that can be carried onboard an aircraft, including scissors, screwdrivers and other tools; and

WHEREAS, this practice threatens the safety of airline workers and passengers; and

WHEREAS, construction, maintenance and other highway workers, including toll collectors, are exposed to dangers from speeding and reckless motorists; and

WHEREAS, most trucking firms, railroads

and airlines offer video tapes to workers in order to meet safety training requirements, and

WHEREAS, these training tapes do not offer the same level of comprehension to workers as hands-on training techniques do; now

BE IT RESOLVED, that the Teamsters Union will call upon the President and the Congress to reexamine policies that jeopardize the safety of transportation workers and will lobby to enact legislation that provides for a safe work environment; and

BE IT FURTHER RESOLVED, that the Teamsters Union will call upon its rank and file members, stewards, business agents and officers to redouble their efforts to promote safety in the transportation industry workplace.

UNIVERSAL NATIONAL HEALTHCARE

WHEREAS, the International Brotherhood of Teamsters has historically been in the forefront on health care issues and continues to be so today; and

WHEREAS, the number of uninsured Americans has climbed to nearly 50 million due mainly to irresponsible nonunion employers that refuse to cover their employees; and

WHEREAS, taxpayers are forced to pick up the burden imposed by irresponsible employers when their employees turn to public health insurance programs; and

WHEREAS, healthcare prices are rising at a rate of almost three times of overall general inflation, and healthcare spending is soaring at close to double digit percent increases per year; and

WHEREAS, uninsured Americans are more likely to forego regular care, thus suffering from preventable illnesses and turning to hospitals for the most expensive emergency treatments; and

WHEREAS, health care quality remains poor, with as many as 100,000 preventable deaths per year and billions of dollars in wasteful medical procedures; and

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WHEREAS, anti-worker congressional leaders are seeking to threaten the safety net of employer-sponsored health insurance by eliminating tax advantages for offering group coverage;

NOW, THEREFORE, BE IT RESOLVED, that the International Brotherhood of Teamsters support national healthcare legislation that ensures every American has access to affordable and quality health care wherein the employer-based health care system is preserved; and

BE IT FURTHER RESOLVED, that this twenty-seventh convention of the Teamsters encourages all affiliated health plans and local unions to support these legislative efforts.

WASTE ORGANIZING

WHEREAS, the private waste collection industry has become increasingly consolidated, with three large companies – Waste Management, Allied Waste/BFI, and Republic Services – accounting for 40 percent of the sanitation workforce; and

WHEREAS, the Teamsters represent 30,000 of the 200,000 workers in this industry, or 15 percent; and

WHEREAS, waste collection is one of the most dangerous occupations in America, and that 78 waste workers died on the job in 2004 in the U.S.; and

WHEREAS, waste employees face everyday hazards that include breathing in toxic chemicals, dust, and diesel fumes, being subjected to hazardous traffic and being exposed to needle sticks and disease; and

WHEREAS, the relentless drive by employers in some communities to extend the working day with mandatory overtime makes the industry even less safe; and

WHEREAS, the pay structure of the industry is increasingly moving toward pay per load or other means of avoiding hourly wages, so that

some employees are forced to work exhausting 12 hour days, six days a week, in order to make a decent living; and

WHEREAS, waste employers in some communities have not made a sufficient commitment to maintaining the safety of their trucks and equipment; and

WHEREAS, both communities and workers will benefit from safer trucks and rested workers; and

WHEREAS, sanitation workers perform a vital public service, as they work to keep our neighborhoods clean and free of hazards and disease; and

WHEREAS, waste companies' decisions to locate transfer stations in poor neighborhoods has a negative effect on the quality of life in those neighborhoods; and

WHEREAS, landfill decisions can impact the health of entire regions; and

WHEREAS, in regional markets that are highly organized; workers earn significantly better wages and have won improved safety and working conditions; and

WHEREAS, the Teamsters have made important gains in organizing waste workers, such as campaigns in the Southeast U.S. that organized over 800 sanitation workers in spite of very hard-fought campaigns in which employers fired, harassed, and intimidated workers; and

WHEREAS, in some communities the large trash companies have opposed unionization and in some instances have shown themselves willing to fight unionization through every means at their disposal including using high priced union-busting lawfirms, committing unfair labor practices, harassing, intimidating, and otherwise unfairly interfering with workers' decision to unionize, and in some cases refusing to bargain in good faith to reach contracts in a reasonable time; and

WHEREAS, the struggle for decent wages

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and conditions by waste workers is a struggle for social justice that requires the mobilization of Teamster members and locals, a commitment of resources at all levels, and hundreds of member organizers;

NOW, THEREFORE, BE IT RESOLVED, that the Teamsters are committed to a continent-wide organizing campaign and will work toward establishment of high standards for wages, working hours and conditions, health, and safety for the entire industry throughout North America; and

BE IT FURTHER RESOLVED, that the Teamsters recognize that the most effective way of organizing the private waste industry is through coordinated strategic campaigns to unionize entire local and regional markets, thus taking wages out of competition; and

BE IT FURTHER RESOLVED, that the Teamsters will explore the development of a solid waste division to coordinate the servicing and bargaining on behalf of Teamster members working in the private waste industry, and strengthen the efforts to organize the unorganized in the waste industry; and

BE IT FURTHER RESOLVED, that we establish a goal of building sufficient density in the industry to win a national master waste agreement with the major waste companies; and

FINALLY, BE IT RESOLVED, that the Teamsters will seek to forge alliances with community activists and other citizens concerned about public health and safety and workers rights, to the benefit of all parties.

GENERAL PRESIDENT HOFFA: Thank you so much for your great committee. Thank you, Ernie, thank you, Frank, and thank the committee.

(Applause)

The Convention will stand in recess and reconvene tomorrow at nine o'clock. We're quitting a little bit early today, give you a break. But

don't forget to vote, very important. We don't want those 36 people to slip away again. Everybody vote. Thank you very much.

(At 4:35 p.m., Thursday, June 29, 2006, the Convention recessed, to reconvene at 9:00 a.m., Friday, June 30, 2006.)